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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 1 February 1991

EASTERN REGION (ECPO)

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY -Bernard M. Baruch
CUNY - Baruch College - Business & Public Administration
CUNY - City College
CUNY - Hunter College
Dartmouth College
Eastern Connecticut State University
Fordham University - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
The King's College
LeMoyne College
University of Maine-Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
Northeastern University
Pace University-New York City
Pace University-Westchester
Polytechnic University
Post College
Pratt Institute
Rensselaer Polytechnic University
Regis College
Rhode Island School of Design
University of Rhode Island
Roberts Wesleyan College
Rochester Institute of Technology
University of Rochester
University of Rochester-W.E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
Siena College
SUNY - Brockport
SUNY - Buffalo
SUNY - Cortland
SUNY - Geneseo
SUNY - Plattsburgh
SUNY - Purchase
Syracuse University
Tufts University
Union College
Vassar College
Wells College
Westminster College
Williams College
Worcester Polytechnic Institute

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Eastern** Region.

The data are based on salary offers made to students graduating between September 1, 1990 and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (January 11, 1991 through February 8, 1991) and cumulatively (September 1, 1990, through February 8,, 1991). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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ECPO REGIONAL Report No. 1 FEBRUARY 1991

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 1/11/91 THROUGH 2/8/91

CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	3	341	$25667	$26954	*	*	*	16	895	$26250	$26176	*	*	*
BUSINESS ADMIN (INCL MGMT	+	93	+	23898				4	291	21545	22972	*	*	*
DISTRIBUTION MANAGEMENT	+	1	+	26700				+	3	+	26133			
ECONOM & FINANCE (BANKING	+	102	+	25105				10	294	25300	24596	*	*	*
HOTEL/RESTAURANT MGMT.	+	5	+	21140				+	28	+	21457			
HUMAN RSRCS (incl LABOR R	+	6	+	24000				2	35	26500	23736	*	*	*
MANAGEMENT INFO SYSTEMS	+	18	+	28719				3	79	27667	27824	*	*	*
MARKETING/MARK MGMT (RESR	+	115	+	24175				13	300	20831	23429	*	*	*
REAL ESTATE	+	+	+	+				+	4	+	20080			
COMMUNICATIONS														
ADVERTISING	+	12	+	23105				2	24	18450	21761	*	*	*
COMMUNICATIONS	+	9	+	22113				3	57	20667	21625	*	*	*
JOURNALISM	+	4	+	19850				1	33	16000	18324	*	*	*
TELECOMMUN/BROADCASTING	+	2	+	22019				+	6	+	20866			
EDUCATION														
ELEMENTARY EDUCATION	+	36	+	21366				6	135	20383	20211	*	*	*
PRE-ELEMENTARY EDUCATION	+	7	+	13868				1	21	17000	17699	*	*	*
PHYSICAL EDUCATION	+	1	+	21340				1	15	15000	18355	*	*	*
SPECIAL EDUCATION	+	11	+	23829				+	29	+	23539			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				+	7	+	18171			
TEXTILES & CLOTHING	+	5	+	19700				+	9	+	21700			
MERCHANDISING MANAGEMENT	+	6	+	20583				+	21	+	21324			
HUMANITIES														
FOREIGN LANGUAGES	+	3	+	20333				+	9	+	21733			
LETTERS (incl English, Li	+	9	+	20078				+	35	+	21248			
VISUAL & PERFORMING ARTS	+	7	+	21200				2	25	24250	20267	*	*	*
HUMANITIES - OTHER	+	6	+	20993				2	22	23500	21224	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	5	+	23466				3	21	21500	21365	*	*	*
HISTORY	+	4	+	21700				+	14	+	21536			
POLITICAL SCIENCE/GOVT	+	8	+	23699				1	39	26000	21781	*	*	*
PSYCHOLOGY	+	11	+	18250				+	42	+	18586			
SOCIOLOGY	+	3	+	17739				1	26	18000	19043	*	*	*
SOCIAL SCIENCES-OTHER	+	2	+	21230				5	41	18320	19251	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	2	21	30176	31176	*	*	*	3	57	31917	30445	*	*	*
AGRICULTURAL	+	3	+	29700				+	13	+	32154			
ARCHITECTURAL	+	12	+	31217				+	23	+	31107			
BIOENGINEERING & BIOMEDIC	+	+	+	+				1	3	17000	25833	*	*	*
CHEMICAL	4	109	37020	37294	*	*	*	8	308	37985	37084	*	*	*
CIVIL	+	90	+	29217				1	283	30000	29201	*	*	*
COMPUTER	+	29	+	31790				1	49	23000	31993	*	*	*
ELECTRICAL/ELECTRONIC	3	173	31289	33193	*	*	*	16	455	33380	33036	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	2	+	$29700				+	2	+	$29700			
INDUSTRIAL	+	50	+	32040				4	113	$30096	31811	*	*	*
MECHANICAL	2	221	$35750	34131	*	*	*	18	538	33956	33979	*	*	*
METALLURGICAL	+	23	+	33558				+	41	+	33815			
MINING (INCL GEOLOGICAL)	+	4	+	33710				+	32	+	31018			
NUCLEAR	+	1	+	34000				+	8	+	32919			
PETROLEUM	+	29	+	38986				+	75	+	38798			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	+	33	+	28359				+	54	+	28264			
INDUSTRIAL TECHNOLOGY	+	2	+	27000				+	9	+	24222			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	2	+	25000				+	20	+	22075			
ANIMAL SCIENCES	+	2	+	22000				+	12	+	21642			
PLANT SCIENCES	+	2	+	19000				+	4	+	22120			
NATURAL RESOURCES	+	3	+	18760				+	5	+	20056			
OTHER AGRICULTURAL SCIENC	+	6	+	28523				+	15	+	26416			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	89	+	30300				4	253	32960	29661	*	*	*
COMPUTER PROGRAMMING	+	3	+	23746				+	12	+	28695			
INFORMATION SCIENCES & SY	+	36	+	29804				+	79	+	28326			
SYSTEMS ANALYSIS	+	+	+	+				+	1	+	18600			
HEALTH SCIENCES														
ALLIED HEALTH	+	13	+	27178				+	45	+	27835			
HEALTH SCIENCES	+	6	+	21705				3	23	20333	21061	*	*	*
NURSING	+	6	+	21147				1	34	35100	25366	*	*	*
PHARMACY	+	4	+	37500				+	6	+	38000			
SCIENCES														
ACTUARIAL	+	1	+	23000				+	2	+	27700			
ARCHITECTURAL & ENVIRONME	+	2	+	25750				+	10	+	25910			
BIOLOGICAL	+	5	+	23742				3	18	21500	20895	*	*	*
CHEMISTRY	+	7	+	28394				+	21	+	26631			
GEOLOGY & GEOLOGICAL SCI	+	4	+	27000				+	11	+	27832			
MATHEMATICS	1	12	20000	28120	*	*	*	1	39	20000	25408	*	*	*
PHYSICS	+	1	+	33600				+	6	+	28267			
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	1	+	19747			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	15	1838						140	5240					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	3	255	$25667	$27534	*	*	*	13	642	$25283	$26744	*	*	*
ACCOUNTING (PRIVATE)	+	93	+	25336				6	255	22250	24411	*	*	*
COMMERCIAL BANKING (CNSMR	+	5	+	18960				1	19	31000	20884	*	*	*
COMMERCIAL BANKING (LENDG	+	9	+	25167				+	21	+	22595			
INVESTMT BANKING (CORP FN	+	1	+	21000				+	10	+	25780			
INVESTMT BANKNG (M & A)	+	+	+	+				+	1	+	24000			
INVESTMT BANKG (REAL EST)	+	+	+	+				1	3	23000	18500	*	*	*
INVESTMT BANKG (SALES & T	+	+	+	+				1	6	17000	22633	*	*	*
FINANCIAL/TREASURY ANALYS	+	40	+	25771				3	107	25333	25588	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	5	+	22640				+	11	+	22564			
UNDERWRITING	+	13	+	23193				+	39	+	23495			
INSURANCE - CLAIMS	+	11	+	22498				2	39	29500	22954	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	+	+	+				+	9	+	20838			
MEDIA PLANNING	+	+	+	+				+	1	+	29000			
REPORTING	+	1	+	13960				1	10	16000	15528	*	*	*
PRODUCTION	+	7	+	31214				4	22	19000	24226	*	*	*
PUBLIC RELATIONS	+	2	+	17800				+	16	+	18665			
WRITING / EDITING	+	2	+	18100				2	12	19450	18833	*	*	*
MARKETING														
ADVERTISING	+	3	+	20667				+	9	+	21756			
BRAND/PRODUCT MANAGEMENT	+	12	+	25152				+	30	+	25346			
BUYER/MERCHANDISING	+	23	+	24963				+	53	+	23468			
DISTRIBUTION	+	5	+	26140				+	14	+	25414			
MARKET RESEARCH	+	5	+	28400				3	30	25833	25045	*	*	*
PURCHASING	+	3	+	23933				+	12	+	23608			
SALES	+	108	+	25431				11	316	22955	24975	*	*	*
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	+	+	+				+	16	+	19658			
FINANC,TAXA, MONETARY POL	+	5	+	25037				+	34	+	22780			
ECONOMIC PROGRAMS	+	1	+	24000				+	3	+	21867			
LAW ENFORCEMENT	+	2	+	28666				1	14	22500	23551	*	*	*
MILITARY	+	4	+	24343				+	21	+	23303			
NATIONAL SECURITY	+	2	+	21000				+	4	+	22750			
URBAN / REGIONAL PLANNING	+	+	+	+				+	2	+	18910			
ENGINEERING														
BIOENGINEERING	+	+	+	+				4	4	24500	24500	*	*	*
DESIGN / CONSTRUCT	1	101	36000	30603	*	*	*	4	290	31913	30697	*	*	*
ENVIRONMENTAL/SANITATION	1	23	36500	30630	*	*	*	1	56	36500	30272	*	*	*
MANUFACTURING/INDUSTRIAL	+	126	+	33950				8	314	31418	33615	*	*	*
SYSTEMS / PROGRAMMING	+	19	+	31399				+	73	+	32013			
POWER SYSTEMS	+	18	+	31601				4	80	31253	32740	*	*	*
SOFTWARE DESIGN & DEVELOP	+	19	+	31281				+	52	+	31940			
HARDWARE DESIGN & DEVELOP	+	38	+	33970				1	64	32500	33457	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	1	31	$34100	$33132	*	*	*	4	104	$36025	$33208	*	*	*
TESTING	1	17	22067	30079	*	*	*	2	56	28084	30674	*	*	*
PROCESS ENGINEERING	3	98	37193	37239	*	*	*	5	274	36896	37199	*	*	*
PROJECT ENGINEERING	1	94	35500	35069	*	*	*	3	239	35701	34565	*	*	*
OTHER ENGINEERING	3	194	32684	32755	*	*	*	13	417	34589	32289	*	*	*
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	3	+	21667				+	14	+	25075			
INDUSTRIAL HYGIENE	+	1	+	23832				+	2	+	23915			
MEDICAL TECHNOLOGY	+	12	+	26192				3	21	20333	24655	*	*	*
NURSES / PERSONAL CARE	+	5	+	23120				1	30	35100	25073	*	*	*
OCCUPATIONAL THERAPY	+	3	+	27339				+	11	+	28572			
PHARMACIST	+	4	+	37500				+	6	+	38000			
PHYSICAL THERAPY	+	+	+	+				+	1	+	13440			
RESPIRATORY THERAPY	+	+	+	+				+	1	+	34000			
OTHER HEALTH RELATED	+	7	+	19411				+	44	+	24341			
SOCIAL SERVICES														
ADMINISTRATION	+	1	+	10000				5	12	21440	20517	*	*	*
COUNSELING	+	6	+	15583				2	26	15700	16428	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	+	+	+			
SOCIAL WORK	+	3	+	15571				1	17	17000	16173	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	1	72	20000	28365	*	*	*	6	188	32967	28000	*	*	*
INFORMATION SYSTEMS	+	21	+	31766				+	77	+	28387			
SYSTEMS ANALYSIS & DESIGN	+	35	+	31343				1	119	26040	29894	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	4	+	30960				+	6	+	31373			
AGRICULTURE/NAT'L RESOURC	+	13	+	22270				+	31	+	21820			
ARCHITECTURE	+	1	+	25000				+	5	+	25880			
CONSULTING	+	60	+	28342				4	105	28000	28580	*	*	*
HUMAN RESRCS /INDUS RELS	+	7	+	24076				3	36	21767	22577	*	*	*
MANAGEMENT TRAINEE	+	118	+	22281				4	397	29450	21917	*	*	*
MATH/STATISTICIANS	+	4	+	27791				+	8	+	24761			
PARALEGAL	+	+	+	+				2	5	21000	19000	*	*	*
RESEARCHERS NON-TECHNICAL	+	+	+	+				+	2	+	27500			
RESEARCHERS - TECHNICAL	+	1	+	30000				1	7	21000	29879	*	*	*
TEACHING	+	62	+	21365				9	265	20089	20636	*	*	*
TOTALS	15	1838						140	5240					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

ECPO REGIONAL Report No. 1 FEBRUARY 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	35	+	$31229				+	102	+	$30614			
MBA--NON-TECH	+	48	+	34788				+	101	+	32852			
MBA--TECH	+	4	+	40275				+	12	+	34367			
MS-BUSINESS	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	1	+	33000				+	5	+	34562			
HUMAN RESOURCES (INCL LAB	+	+	+	+				+	3	+	31467			
MANAGEMENT INFORMATION SY	+	1	+	27000				+	7	+	33886			
MARKETING/MKTNG MGT (RESE	+	1	+	40300				+	2	+	41150			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	+	+	+				+	5	+	26392			
JOURNALISM	+	1	+	21500				+	1	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	9	+	25857			
ELEMENTARY EDUCATION	+	4	+	26450				+	24	+	24407			
PHYSICAL EDUCATION	+	+	+	+				+	3	+	21000			
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	+	+	+				+	5	+	25958			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	1	+	21000			
LETTERS	+	1	+	24000				+	3	+	20500			
VISUAL & PERFORMING ARTS	+	+	+	+				+	1	+	21325			
HUMANITIES - OTHER	+	1	+	35000				+	1	+	35000			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	7	+	26573			
SOCIOLOGY	+	1	+	24000				+	1	+	24000			
SOCIAL SCIENCES - OTHER	+	4	+	36575				+	11	+	31826			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	1	+	34000				+	7	+	35017			
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	+	+	+			

continued

ECPO REGIONAL Report No. 1 FEBRUARY 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CHEMICAL	+	7	+	$39643				+	15	+	$39476			
CIVIL	+	17	+	34874				1	48	$25500	34894	*	*	*
COMPUTER	+	1	+	39600				+	1	+	39600			
ELECTRICAL/ELECTRONIC	+	21	+	36222				+	54	+	37410			
INDUSTRIAL	+	6	+	39175				2	13	35673	36492	*	*	*
MECHANICAL	+	27	+	40246				1	56	35673	38121	*	*	*
METALLURGICAL	+	7	+	36767				+	16	+	38014			
MINING & MINERAL	+	4	+	36825				+	13	+	35085			
NUCLEAR	+	+	+	+				+	2	+	37800			
PETROLEUM	+	4	+	43375				+	16	+	44806			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	1	+	36000				+	2	+	28000			
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	25098				+	4	+	25299			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	2	+	679			
CHEMISTRY	+	+	+	+				+	2	+	27000			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	25	+	36340				+	49	+	36074			
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	4	+	41150				+	15	+	36507			
MATHEMATICS (INCL ACTUARI	+	3	+	29667				+	5	+	26280			
PHYSICS	+	1	+	22356				+	3	+	27219			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	+	233						4	632					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	19	+	$40874				+	31	+	$36365			
MBA--TECH	+	1	+	25000				+	6	+	37667			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	18	+	38833				+	27	+	39307			
MBA--TECH	+	2	+	39850				+	2	+	39850			
OVER 4 YEARS														
MBA--NON-TECH	+	17	+	45747				+	45	+	42731			
MBA--TECH	+	1	+	33600				+	16	+	42894			
TOTALS	+	58						+	127					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 1/11/91 THROUGH 2/8/91

CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	2	+	$50000				+	5	+	$54220			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	2	+	29377				+	4	+	35768			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	1	+	30000			
FOREIGN LANGUAGES	+	1	+	28000				+	1	+	28000			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	1	+	52700				+	2	+	51350			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	1	+	54080				+	3	+	46027			
CHEMICAL	+	2	+	48000				+	4	+	48865			
CIVIL	+	3	+	42667				+	3	+	42667			
COMPUTER	+	+	+	+				+	1	+	59500			
ELECTRICAL/ELECTRONIC	+	+	+	+				2	7	$60000	58457	*	*	*
INDUSTRIAL ENGINEERING	+	1	+	54000				+	1	+	54000			
MECHANICAL	+	2	+	47202				+	2	+	47202			
METALLURGICAL	+	1	+	52440				1	5	48000	45288	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	1	+	36000			
BIOLOGICAL	+	1	+	33550				+	1	+	33550			
CHEMISTRY	+	+	+	+				+	12	+	46047			
GEOLOGICAL (INCL GEOPHYS)	+	1	+	51000				+	4	+	51325			
MATHEMATICS	+	+	+	+				+	5	+	35300			
PHYSICS	+	+	+	+				+	1	+	40000			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	+	18						3	64					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS FEBRUARY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	27208 12	20000 1							
BUSINESS ADMIN (INCL MGMT	20180 1								
ECONOM & FINANCE (BANKING				24333 3	17000 1				
MANAGEMENT INFO SYSTEMS								30000 1	
MARKETING/MARK MGMT (RESR		19000 1				20400 5			
ADVERTISING		18450 2							
COMMUNICATIONS						22000 1			
VISUAL & PERFORMING ARTS						22000 1			
POLITICAL SCIENCE/GOVT								26000 1	
SOCIAL SCIENCES-OTHER								21000 1	
CIVIL									30000 1
COMPUTER							23000 1		
ELECTRICAL/ELECTRONIC								35000 1	31800 1
INDUSTRIAL								35000 1	
COMPUTER SCIENCE						42000 1			

AVERAGE SALARY OFFERS FEBRUARY 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	24000 1			26000 1					
BUSINESS ADMIN (INCL MGMT			21000 1			23000 1			
ECONOM & FINANCE (BANKING			30000 1	29500 2					
HUMAN RSRCS (incl LABOR R									20000 1
MARKETING/MARK MGMT (RESR				24000 1		20000 1			
COMMUNICATIONS									15000 1
JOURNALISM									16000 1
CRIMINAL JUSTICE					21500 3				

AVERAGE SALARY OFFERS FEBRUARY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING				23500 1					
MARKETING/MARK MGMT (RESR			20000 1						
ELEMENTARY EDUCATION					20383 6				
PRE-ELEMENTARY EDUCATION					17000 1				
PHYSICAL EDUCATION					15000 1				
VISUAL & PERFORMING ARTS					26500 1				
HUMANITIES - OTHER								17000 1	
AEROSPACE & AERONAUTICAL						26252 1			
BIOENGINEERING & BIOMEDIC									17000 1
ELECTRICAL/ELECTRONIC		39200 1		32815 4		24160 2			
INDUSTRIAL				32879 1		26252 2			
MECHANICAL				34140 4		26252 1			
COMPUTER SCIENCE						26040 1		30000 1	
HEALTH SCIENCES								20700 2	19600 1
NURSING								35100 1	
BIOLOGICAL		21750 2							

AVERAGE SALARY OFFERS FEBRUARY 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BUSINESS ADMIN (INCL MGMT				22000 1					
ECONOM & FINANCE (BANKING				28000 1					
MANAGEMENT INFO SYSTEMS									30000 1
SOCIOLOGY			18000 1						
SOCIAL SCIENCES-OTHER	21200 1		15700 2	18000 1					
AEROSPACE & AERONAUTICAL					34100 1				
CHEMICAL									37116 5
ELECTRICAL/ELECTRONIC									35400 2
MECHANICAL					30750 2	33000 1	34102 2		35950 4

AVERAGE SALARY OFFERS FEBRUARY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ECONOM & FINANCE (BANKING		23000 2							
HUMAN RSRCS (incl LABOR R	33000 1								
MANAGEMENT INFO SYSTEMS			23000 1						
MARKETING/MARK MGMT (RESR			21000 1						
COMMUNICATIONS			25000 1						
AEROSPACE & AERONAUTICAL		35400 1							
CHEMICAL									40400 2
ELECTRICAL/ELECTRONIC	37500 1	36440 2			33600 1		33720 1		
MECHANICAL				35400 2	33600 1				
COMPUTER SCIENCE	33800 1								

AVERAGE SALARY OFFERS FEBRUARY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MARKETING/MARK MGMT (RESR			25000 1				19900 2
HUMANITIES - OTHER							30000 1
CHEMICAL						37500 1	
MECHANICAL			37500 1				
BIOLOGICAL			21000 1				
MATHEMATICS	20000 1						

AVERAGE SALARY OFFERS FEBRUARY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	26668 13	18975 4		24333 3	17000 1	20857 7		25667 3	
BACHELOR - TECHNICAL						42000 1	23000 1	35000 2	30900 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	24000 1		25500 2	27250 4	21500 3	21500 2			17000 3
BACHELOR - TECHNICAL									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL			20000 1	23500 1	20089 9			17000 1	
BACHELOR - TECHNICAL		27567 3		33411 9		25624 7		26625 4	18300 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	21200 1		16467 3	22667 3					30000 1
BACHELOR - TECHNICAL					31867 3	33000 1	34102 2		36380 11

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	33000 1	23000 2	23000 3						
BACHELOR - TECHNICAL	35650 2	36093 3		35400 2	33600 2		33720 1		40400 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL			25000 1				
BACHELOR - TECHNICAL	20000 1		29250 2			37500 1	

AVERAGE SALARY OFFERS FEBRUARY 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU		ACCOUNTING (PR		COMMERCIAL BAN		COMMERCIAL BAN		INVESTMT BANKI		INVESTMT BANKN		INVESTMT BANKG		INVESTMT BANKG		FINANCIAL/TREA	
ACCOUNTING	25708	12	23167	3														
BUSINESS ADMIN (INCL MGMT	20180	1	21000	1														
ECONOM & FINANCE (BANKING			21500	2	31000	1							23000	1	17000	1	25333	3

AVERAGE SALARY OFFERS FEBRUARY 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ECONOM & FINANCE (BANKING			35000 1						
MARKETING/MARK MGMT (RESR			24000 1				19000 1		
ADVERTISING							20000 1		16900 1
COMMUNICATIONS							15000 1		22000 1
JOURNALISM						16000 1			
VISUAL & PERFORMING ARTS							22000 1		

AVERAGE SALARY OFFERS FEBRUARY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
MANAGEMENT INFO SYSTEMS							23000 1		
MARKETING/MARK MGMT (RESR					20000 2		21643 7		
COMMUNICATIONS							25000 1		
HUMANITIES - OTHER							30000 1		
CHEMICAL					37500 1				
COMPUTER							23000 1		

AVERAGE SALARY OFFERS FEBRUARY 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
CRIMINAL JUSTICE		22500 1							
AEROSPACE & AERONAUTICAL							35400 1		
BIOENGINEERING & BIOMEDIC						17000 1			
CHEMICAL								36500 1	
CIVIL							30000 1		
ELECTRICAL/ELECTRONIC									33600 1
INDUSTRIAL							26252 1		29566 2
MECHANICAL						37500 1	36000 1		31722 5
BIOLOGICAL						21750 2			

AVERAGE SALARY OFFERS FEBRUARY 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
AEROSPACE & AERONAUTICAL					34100 1				26252 1
CHEMICAL							37193 3		39433 3
ELECTRICAL/ELECTRONIC		31253 4			39200 1	22067 1	35400 1	37500 1	34317 6
MECHANICAL				32500 1	35400 2	34100 1	37500 1	34802 2	33067 3

AVERAGE SALARY OFFERS FEBRUARY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
HEALTH SCIENCES			20333 3						
NURSING				35100 1					

AVERAGE SALARY OFFERS FEBRUARY 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					42000 1				
BUSINESS ADMIN (INCL MGMT	22000 1								
ECONOM & FINANCE (BANKING	28000 1								
MANAGEMENT INFO SYSTEMS					30000 1				
HUMANITIES - OTHER		17000 1							
SOCIOLOGY	18000 1								
SOCIAL SCIENCES-OTHER	19600 2	14400 1		17000 1					
COMPUTER SCIENCE					35267 3		26040 1		
MATHEMATICS					20000 1				

AVERAGE SALARY OFFERS FEBRUARY 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BUSINESS ADMIN (INCL MGMT				23000 1					
HUMAN RSRCS (incl LABOR R			26500 2						
MANAGEMENT INFO SYSTEMS		30000 1							
MARKETING/MARK MGMT (RESR			12300 1	24000 1					
ELEMENTARY EDUCATION									20383 6
PRE-ELEMENTARY EDUCATION									17000 1
PHYSICAL EDUCATION									15000 1
VISUAL & PERFORMING ARTS									26500 1
CRIMINAL JUSTICE						21000 2			
POLITICAL SCIENCE/GOVT		26000 1							
SOCIAL SCIENCES-OTHER		21000 1							
ELECTRICAL/ELECTRONIC				35400 1					
INDUSTRIAL		35000 1							
MECHANICAL				35400 1					
BIOLOGICAL								21000 1	

AVERAGE SALARY OFFERS FEBRUARY 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	25283 13	22250 6	31000 1				23000 1	17000 1	25333 3
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL			29500 2			16000 1	19000 4		19450 2
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL					20000 2		22950 10		
BACHELOR - TECHNICAL					37500 1		23000 1		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL		22500 1							
BACHELOR - TECHNICAL						24500 4	31913 4	36500 1	31418 8

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL		31253 4		32500 1	36025 4	28084 2	36896 5	35701 3	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL			20333 3	35100 1					

AVERAGE SALARY OFFERS FEBRUARY 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION		COUNSELING		FUNDRAISING /		SOCIAL WORK		COMPUTER PROGR		INFORMATION SY		SYSTEMS ANALYS		ACTUARIAL		AGRICULTURE/NA	
BACHELOR - NON TECHNICAL	21440	5	15700	2			17000	1	36000	2								
BACHELOR - TECHNICAL									31450	4			26040	1				

CURRICULUM	ARCHITECTURE		CONSULTING		HUMAN RESRCS /		MANAGEMENT TRA		MATH/STATISTIC		PARALEGAL		RESEARCHERS NO		RESEARCHERS -		TEACHING	
BACHELOR - NON TECHNICAL			25667	3	21767	3	23500	2			21000	2					20089	9
BACHELOR - TECHNICAL			35000	1			35400	2							21000	1		

AVERAGE SALARY OFFERS FEBRUARY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No.2 March 1991

EASTERN REGION (ECPO)

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY -Bernard M. Baruch
CUNY - Baruch College - Business & Public Administration
CUNY - City College
CUNY - Hunter College
Dartmouth College
Eastern Connecticut State University
Fordham University - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
The King's College
LeMoyne College
University of Maine-Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
Northeastern University
Pace University-New York City
Pace University-Westchester
Polytechnic University
Post College
Pratt Institute
Rensselaer Polytechnic University
Regis College
Rhode Island School of Design
University of Rhode Island
Roberts Wesleyan College
Rochester Institute of Technology
University of Rochester
University of Rochester-W.E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
Siena College
SUNY - Brockport
SUNY - Buffalo
SUNY - Cortland
SUNY - Geneseo
SUNY - Plattsburgh
SUNY - Purchase
Syracuse University
Tufts University
Union College
Vassar College
Wells College
Westminster College
Williams College
Worcester Polytechnic Institute

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Eastern** Region.

The data are based on salary offers made to students graduating between September 1, 1990 and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (February 8, 1991 through March 8, 1991) and cumulatively (September 1, 1990, through March 8,, 1991). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 2/8/91 THROUGH 3/8/91

CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	14	421	$27821	$28375	*	*	*	90	1618	$27610	$26603	$30500	$28000	$24000
BUSINESS ADMIN (INCL MGMT	3	47	27667	24948	*	*	*	12	431	26693	23096	*	*	*
DISTRIBUTION MANAGEMENT	+	5	+	28500				+	8	+	27613			
ECONOM & FINANCE (BANKING	3	87	25000	26679	*	*	*	21	464	26424	25002	30400	27000	22000
HOTEL/RESTAURANT MGMT.	+	9	+	20061				+	38	+	21097			
HUMAN RSRCS (incl LABOR R	+	8	+	25375				2	46	26500	24027	*	*	*
MANAGEMENT INFO SYSTEMS	3	17	32667	29077	*	*	*	11	164	29636	27781	*	*	*
MARKETING/MARK MGMT (RESR	2	69	20250	25528	*	*	*	16	456	20956	23540	*	*	*
REAL ESTATE	+	+	+	+				+	4	+	20080			
COMMUNICATIONS														
ADVERTISING	+	9	+	22433				2	35	18450	21767	*	*	*
COMMUNICATIONS	+	23	+	21644				3	104	20667	21583	*	*	*
JOURNALISM	+	18	+	20510				1	59	16000	18833	*	*	*
TELECOMMUN/BROADCASTING	+	8	+	26250				+	17	+	23106			
EDUCATION														
ELEMENTARY EDUCATION	+	27	+	18665				6	191	20383	19937	*	*	*
PRE-ELEMENTARY EDUCATION	+	+	+	+				1	25	17000	17139	*	*	*
PHYSICAL EDUCATION	+	1	+	16305				1	21	15000	19120	*	*	*
SPECIAL EDUCATION	+	2	+	23000				+	36	+	23017			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				+	9	+	19411			
TEXTILES & CLOTHING	+	13	+	20015				+	23	+	20978			
MERCHANDISING MANAGEMENT	+	3	+	21833				+	24	+	21388			
HUMANITIES														
FOREIGN LANGUAGES	1	5	17000	19484	*	*	*	1	15	17000	21434	*	*	*
LETTERS (incl English, Li	+	13	+	22346				+	52	+	21681			
VISUAL & PERFORMING ARTS	+	14	+	17767				2	42	24250	19738	*	*	*
HUMANITIES - OTHER	+	10	+	23248				2	32	23500	21856	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	9	+	19650				3	37	21500	21057	*	*	*
HISTORY	2	7	20000	18034	*	*	*	2	24	20000	20447	*	*	*
POLITICAL SCIENCE/GOVT	2	13	23350	21540	*	*	*	3	60	24233	21665	*	*	*
PSYCHOLOGY	+	20	+	19419				+	74	+	18802			
SOCIOLOGY	+	8	+	20150				1	38	18000	18943	*	*	*
SOCIAL SCIENCES-OTHER	+	12	+	19205				5	56	18320	19088	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	6	+	28110				3	74	31917	30318	*	*	*
AGRICULTURAL	+	1	+	25000				+	17	+	31471			
ARCHITECTURAL	+	1	+	29700				+	26	+	30727			
BIOENGINEERING & BIOMEDIC	+	1	+	30000				1	4	17000	26875	*	*	*
CHEMICAL	10	120	36563	37985	*	*	*	35	685	37815	36990	40400	37500	36600
CIVIL	6	50	29630	31054	*	*	*	10	390	31458	29798	*	*	*
COMPUTER	3	10	37800	34270	*	*	*	4	73	34100	32056	*	*	*
ELECTRICAL/ELECTRONIC	18	94	33033	33073	*	*	*	60	737	34188	32943	39200	34111	31000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 2/8/91 THROUGH 3/8/91

CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	2	+	$29700			
INDUSTRIAL	1	14	$29000	$33673	*	*	*	9	164	$31154	32058	*	*	*
MECHANICAL	27	144	32524	34333	$34020	$33000	$30360	72	891	33306	33897	$35500	$33500	$31000
METALLURGICAL	+	9	+	33904				+	54	+	33803			
MINING (INCL GEOLOGICAL)	+	+	+	+				+	32	+	31018			
NUCLEAR	+	+	+	+				+	9	+	32895			
PETROLEUM	+	22	+	40664				+	123	+	38486			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	+	10	+	29770				+	97	+	27814			
INDUSTRIAL TECHNOLOGY	2	3	31250	31500	*	*	*	2	12	31250	26042	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	15	+	22263				+	43	+	21949			
ANIMAL SCIENCES	+	8	+	20805				+	23	+	21528			
PLANT SCIENCES	+	2	+	20000				+	6	+	21413			
NATURAL RESOURCES	+	1	+	28080				+	8	+	21095			
OTHER AGRICULTURAL SCIENC	1	5	24000	24338	*	*	*	1	23	24000	25440	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	7	47	31814	31146	*	*	*	29	395	33742	30153	38000	33800	30000
COMPUTER PROGRAMMING	+	+	+	+				+	15	+	29123			
INFORMATION SCIENCES & SY	+	22	+	30948				+	102	+	28800			
SYSTEMS ANALYSIS	+	2	+	23500				+	3	+	21867			
HEALTH SCIENCES														
ALLIED HEALTH	+	10	+	29696				+	59	+	27774			
HEALTH SCIENCES	+	1	+	24500				3	26	20333	20944	*	*	*
NURSING	+	3	+	25333				1	55	35100	27964	*	*	*
PHARMACY	+	21	+	40099				+	27	+	39633			
SCIENCES														
ACTUARIAL	+	2	+	22750				+	4	+	25225			
ARCHITECTURAL & ENVIRONME	+	1	+	25000				+	15	+	25927			
BIOLOGICAL	+	7	+	21902				3	30	21500	20410	*	*	*
CHEMISTRY	+	2	+	28840				2	37	28600	27625	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	3	+	23267				+	17	+	27691			
MATHEMATICS	2	8	26098	21746	*	*	*	9	61	29608	25595	*	*	*
PHYSICS	+	+	+	+				+	13	+	28176			
OTHER PHYSICAL & EARTH SC	+	2	+	18400				+	4	+	20637			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	107	1525						429	8559					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	14	371	$29036	$28512	*	*	*	81	1234	$27672	$27135	$30500	$28000	$24000
ACCOUNTING (PRIVATE)	2	55	20500	27180	*	*	*	18	396	25556	24744	*	*	*
COMMERCIAL BANKING (CNSMR	+	5	+	25600				1	28	31000	21850	*	*	*
COMMERCIAL BANKING (LENDG	+	10	+	24920				+	34	+	23065			
INVESTMT BANKING (CORP FN	+	+	+	+				+	13	+	25577			
INVESTMT BANKNG (M & A)	+	+	+	+				+	1	+	24000			
INVESTMT BANKG (REAL EST)	+	1	+	20000				1	4	23000	18875	*	*	*
INVESTMT BANKG (SALES & T	+	+	+	+				2	11	20500	23963	*	*	*
FINANCIAL/TREASURY ANALYS	2	30	26500	28731	*	*	*	7	167	26414	26242	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	+	+	+				+	16	+	21160			
UNDERWRITING	+	16	+	24000				+	71	+	23705			
INSURANCE - CLAIMS	+	6	+	19849				2	51	29500	22344	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	4	+	17145				+	14	+	19295			
MEDIA PLANNING	+	1	+	35000				+	5	+	25460			
REPORTING	+	+	+	+				1	13	16000	14975	*	*	*
PRODUCTION	1	7	39200	21377	*	*	*	5	35	23040	24503	*	*	*
PUBLIC RELATIONS	+	11	+	20603				+	30	+	19384			
WRITING / EDITING	+	7	+	21586				2	20	19450	19635	*	*	*
MARKETING														
ADVERTISING	+	5	+	18800				+	17	+	20135			
BRAND/PRODUCT MANAGEMENT	1	11	20000	19066	*	*	*	1	68	20000	23855	*	*	*
BUYER/MERCHANDISING	1	37	19500	21831	*	*	*	1	99	19500	22841	*	*	*
DISTRIBUTION	+	8	+	29558				+	30	+	26709			
MARKET RESEARCH	1	2	37500	27500	*	*	*	5	39	29960	25261	*	*	*
PURCHASING	+	3	+	29293				+	17	+	24787			
SALES	4	87	22000	25831	*	*	*	17	488	23802	24882	*	*	*
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	3	+	21000				+	19	+	19870			
FINANC,TAXA, MONETARY POL	+	4	+	20725				1	42	24667	22802	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				+	7	+	22056			
LAW ENFORCEMENT	+	6	+	21723				1	25	22500	22986	*	*	*
MILITARY	+	3	+	23667				+	26	+	23803			
NATIONAL SECURITY	+	3	+	16867				+	7	+	20229			
URBAN / REGIONAL PLANNING	+	4	+	17892				+	7	+	17261			
ENGINEERING														
BIOENGINEERING	+	+	+	+				4	4	24500	24500	*	*	*
DESIGN / CONSTRUCT	4	63	31205	32387	*	*	*	9	440	31652	30781	*	*	*
ENVIRONMENTAL/SANITATION	1	13	29120	31084	*	*	*	2	81	32810	30503	*	*	*
MANUFACTURING/INDUSTRIAL	12	69	32685	34221	*	*	*	21	480	32274	33740	34020	33000	30360
SYSTEMS / PROGRAMMING	2	14	31500	33901	*	*	*	4	109	33000	32129	*	*	*
POWER SYSTEMS	4	9	33460	30940	*	*	*	8	108	32356	32930	*	*	*
SOFTWARE DESIGN & DEVELOP	4	17	34925	33648	*	*	*	12	91	35578	32469	*	*	*
HARDWARE DESIGN & DEVELOP	4	27	33456	32988	*	*	*	5	94	33265	33354	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	7	32	$34402	$34059	*	*	*	14	173	$35181	$33937	*	*	*
TESTING	4	16	31250	31264	*	*	*	8	82	31271	30457	*	*	*
PROCESS ENGINEERING	6	101	37067	38696	*	*	*	23	553	38247	37480	$40400	$37500	$37000
PROJECT ENGINEERING	7	47	33914	36312	*	*	*	12	403	33584	34231	*	*	*
OTHER ENGINEERING	12	67	30850	33239	*	*	*	73	714	34211	32598	38500	34200	29000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	1	+	22000				+	19	+	24503			
INDUSTRIAL HYGIENE	+	+	+	+				+	2	+	23916			
MEDICAL TECHNOLOGY	+	4	+	23925				3	28	20333	24349	*	*	*
NURSES / PERSONAL CARE	+	4	+	22120				1	51	35100	27158	*	*	*
OCCUPATIONAL THERAPY	+	5	+	28360				+	17	+	29035			
PHARMACIST	+	22	+	39483				+	28	+	39165			
PHYSICAL THERAPY	+	2	+	25545				+	4	+	19045			
RESPIRATORY THERAPY	+	2	+	36828				+	3	+	35885			
OTHER HEALTH RELATED	+	5	+	20876				+	53	+	24256			
SOCIAL SERVICES														
ADMINISTRATION	+	3	+	21240				5	15	21440	20661	*	*	*
COUNSELING	+	8	+	15363				2	41	15700	16686	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	1	+	15240			
SOCIAL WORK	+	6	+	20408				1	29	17000	16927	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	5	43	30340	30559	*	*	*	16	305	31480	28420	*	*	*
INFORMATION SYSTEMS	1	13	41000	31862	*	*	*	1	107	41000	29174	*	*	*
SYSTEMS ANALYSIS & DESIGN	1	15	33000	30872	*	*	*	10	191	33202	29761	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	1	2	32000	30000	*	*	*	3	10	29333	30424	*	*	*
AGRICULTURE/NAT'L RESOURC	1	19	24000	21821	*	*	*	1	55	24000	21431	*	*	*
ARCHITECTURE	+	1	+	25000				+	7	+	25057			
CONSULTING	2	38	26000	29047	*	*	*	15	175	29313	28662	*	*	*
HUMAN RESRCS /INDUS RELS	1	6	17000	25033	*	*	*	4	50	20575	22429	*	*	*
MANAGEMENT TRAINEE	1	100	21700	22954	*	*	*	11	594	30991	22256	*	*	*
MATH/STATISTICIANS	1	3	20195	20747	*	*	*	1	16	20195	23501	*	*	*
PARALEGAL	+	+	+	+				2	5	21000	19000	*	*	*
RESEARCHERS NON-TECHNICAL	+	+	+	+				1	5	26000	24400	*	*	*
RESEARCHERS - TECHNICAL	+	+	+	+				2	16	26100	29153	*	*	*
TEACHING	+	48	+	19721				9	366	20089	20511	*	*	*
TOTALS	107	1525						429	8559					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	15	+	$37500				3	142	$30000	$31118	*	*	*
MBA--NON-TECH	1	38	$34000	36570	*	*	*	1	156	34000	33870	*	*	*
MBA--TECH	+	7	+	50757				1	20	21000	39435	*	*	*
MS-BUSINESS	+	6	+	50654				+	7	+	49132			
ECONOMICS & FINANCE (BANK	+	28	+	44118				1	34	27000	42209	*	*	*
HUMAN RESOURCES (INCL LAB	+	1	+	35500				+	6	+	28817			
MANAGEMENT INFORMATION SY	+	+	+	+				+	7	+	33886			
MARKETING/MKTNG MGT (RESE	1	12	36000	45745	*	*	*	1	14	36000	45088	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	1	+	32800				+	6	+	27460			
JOURNALISM	+	1	+	21500				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	15	+	24187			
ELEMENTARY EDUCATION	+	+	+	+				+	26	+	24472			
PHYSICAL EDUCATION	+	+	+	+				+	4	+	24500			
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	+	+	+				+	9	+	23896			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	16650			
LETTERS	+	+	+	+				1	4	32500	23500	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				+	2	+	21163			
HUMANITIES - OTHER	+	2	+	35000				+	3	+	35000			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	1	+	12600				+	9	+	23945			
SOCIOLOGY	+	1	+	28000				+	3	+	24267			
SOCIAL SCIENCES - OTHER	+	2	+	25500				+	13	+	30853			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	1	+	40000				+	8	+	35640			
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	+	+	+			
CHEMICAL	4	8	40560	40934	*	*	*	4	25	40560	39818	*	*	*

continued

ECPO REGIONAL Report No. 2 MARCH 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	+	10	+	$35110				1	60	$25500	$34900	*	*	*
COMPUTER	1	1	$35200	35200	*	*	*	1	2	35200	37400	*	*	*
ELECTRICAL/ELECTRONIC	5	21	42512	41129	*	*	*	8	86	38160	38078	*	*	*
INDUSTRIAL	+	+	+	+				4	18	37004	36437	*	*	*
MECHANICAL	3	10	36453	36704	*	*	*	6	82	36424	38000	*	*	*
METALLURGICAL	+	+	+	+				+	16	+	38014			
MINING & MINERAL	+	+	+	+				+	13	+	35085			
NUCLEAR	+	+	+	+				+	2	+	37800			
PETROLEUM	+	4	+	42300				+	22	+	43523			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	2	+	21091			
HEALTH SCIENCES	+	1	+	25000				+	4	+	26500			
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	5	+	27239			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	1	+	28080			
BIOLOGICAL	+	+	+	+				+	2	+	24679			
CHEMISTRY	+	+	+	+				+	7	+	32486			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	2	+	45500				5	59	41700	36904	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	25	+	36393			
MATHEMATICS (INCL ACTUARI	+	1	+	35000				+	8	+	26900			
PHYSICS	+	+	+	+				+	3	+	27219			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	15	174						37	939					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	35	+	$51463				+	72	+	$44058			
MBA--TECH	+	8	+	54688				+	15	+	47100			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	1	33	$60000	53455	*	*	*	2	73	$46250	45901	*	*	*
MBA--TECH	+	27	+	57141				+	30	+	55584			
OVER 4 YEARS														
MBA--NON-TECH	+	20	+	57315				1	69	36000	47032	*	*	*
MBA--TECH	+	14	+	54693				+	30	+	48400			
TOTALS	1	137						3	289					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 2/8/91 THROUGH 3/8/91

CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	+	+	+				+	5	+	$54220			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	$43000				+	5	+	37214			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	1	+	30000			
FOREIGN LANGUAGES	+	1	+	45739				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	3	+	50000				+	5	+	50540			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	3	+	46027			
CHEMICAL	+	3	+	53820				+	12	+	52177			
CIVIL	+	+	+	+				+	5	+	41399			
COMPUTER	+	1	+	45000				+	2	+	52250			
ELECTRICAL/ELECTRONIC	+	1	+	36000				2	9	$60000	56133	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	1	+	36000				+	3	+	43468			
METALLURGICAL	+	3	+	47000				1	8	48000	45930	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	1	+	36000			
BIOLOGICAL	+	+	+	+				+	1	+	33550			
CHEMISTRY	1	3	$48000	49000	*	*	*	1	34	48000	49060	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	2	+	56000				+	7	+	50549			
MATHEMATICS	+	1	+	54400				+	6	+	38483			
PHYSICS	+	1	+	40000				+	2	+	40000			
POLYMER	+	1	+	53400				+	1	+	53400			
TOTALS	1	22						4	114					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MARCH 1991 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	27920 78 42000/24000	20000 1							
BUSINESS ADMIN (INCL MGMT	27590 2							29250 4	
ECONOM & FINANCE (BANKING	26500 1			24333 3	24500 2				
MANAGEMENT INFO SYSTEMS								30000 1	
MARKETING/MARK MGMT (RESR		19000 1			24000 1	20400 5			
ADVERTISING		18450 2							
COMMUNICATIONS						22000 1			
VISUAL & PERFORMING ARTS						22000 1			
POLITICAL SCIENCE/GOVT								25500 2	
SOCIAL SCIENCES-OTHER								21000 1	
CHEMICAL								38300 1	37000 1
CIVIL								28080 2	29804 5
COMPUTER							23000 1		
ELECTRICAL/ELECTRONIC	31000 1					37467 3	39260 2	31667 3	31800 1
INDUSTRIAL	30000 1							32000 2	
MECHANICAL	31000 1							32000 2	34000 1
INDUSTRIAL TECHNOLOGY								29000 1	
COMPUTER SCIENCE	34700 1					42000 1	35396 5	30000 4	

AVERAGE SALARY OFFERS MARCH 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	24000 1			27700 5					
BUSINESS ADMIN (INCL MGMT			21000 1			23000 1			
ECONOM & FINANCE (BANKING	30000 1		30000 1	29500 2					
HUMAN RSRCS (incl LABOR R									20000 1
MANAGEMENT INFO SYSTEMS				28000 3		27000 1			
MARKETING/MARK MGMT (RESR	21000 1			24000 1		19750 2			
COMMUNICATIONS									15000 1
JOURNALISM									16000 1
CRIMINAL JUSTICE					21500 3				
HISTORY						20000 1			
POLITICAL SCIENCE/GOVT									21700 1
COMPUTER SCIENCE	33000 1			35000 1					
MATHEMATICS				30000 2					

AVERAGE SALARY OFFERS MARCH 1991 ECPC REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING				23500 1			24667 1		
ECONOM & FINANCE (BANKING			20000 1	27600 1					
MARKETING/MARK MGMT (RESR			20000 1						
ELEMENTARY EDUCATION					20383 6				
PRE-ELEMENTARY EDUCATION					17000 1				
PHYSICAL EDUCATION					15000 1				
FOREIGN LANGUAGES							17000 1		
VISUAL & PERFORMING ARTS					26500 1				
HUMANITIES - OTHER								17000 1	
HISTORY			20000 1						
AEROSPACE & AERONAUTICAL						26252 1			
BIOENGINEERING & BIOMEDIC									17000 1
CHEMICAL		37500 1							
CIVIL							35000 1		
ELECTRICAL/ELECTRONIC		39200 2		34126 6		28207 7			
INDUSTRIAL				32879 1		26252 2			
MECHANICAL		33000 1		33614 7		29917 3			
COMPUTER SCIENCE				35000 1		26040 1		30000 1	
HEALTH SCIENCES								20700 2	19600 1
NURSING								35100 1	
BIOLOGICAL		21750 2							
MATHEMATICS						20195 1			

AVERAGE SALARY OFFERS MARCH 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 13330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BUSINESS ADMIN (INCL MGMT				22000 1					24000 2
ECONOM & FINANCE (BANKING				28000 1	27000 1				
MANAGEMENT INFO SYSTEMS							31000 1		30000 1
SOCIOLOGY			18000 1						
SOCIAL SCIENCES-OTHER	21200 1		15700 2	18000 1					
AEROSPACE & AERONAUTICAL					34100 1				
CHEMICAL									36180 14
ELECTRICAL/ELECTRONIC					33110 4		34530 2		36100 3
INDUSTRIAL									33500 2
MECHANICAL					30807 9	33000 1	33377 11		35656 9
COMPUTER SCIENCE									30500 1
CHEMISTRY									28600 2

AVERAGE SALARY OFFERS MARCH 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING			18000	1			30500	1										
BUSINESS ADMIN (INCL MGMT	34140	1																
ECONOM & FINANCE (BANKING	28900	1	23000	2	23000	1	30400	1										
HUMAN RSRCS (incl LABOR R	33000	1																
MANAGEMENT INFO SYSTEMS	30000	1	30000	1	23000	1												
MARKETING/MARK MGMT (RESR					21000	1												
COMMUNICATIONS					25000	1												
AEROSPACE & AERONAUTICAL			35400	1														
CHEMICAL			38000	1			37500	1					37000	1	37500	1	40582	10
CIVIL																	37200	2
COMPUTER	35200	1	39100	2														
ELECTRICAL/ELECTRONIC	35630	4	34741	15			35400	1	33600	1			33720	1	35500	1	37800	2
INDUSTRIAL					34000	1												
MECHANICAL	33850	3	33302	14			34600	3	33600	1					33500	1	34128	4
INDUSTRIAL TECHNOLOGY			33500	1														
COMPUTER SCIENCE	35200	3	34713	8														
MATHEMATICS	31088	2	34700	3														

AVERAGE SALARY OFFERS MARCH 1991 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING						28000 1	
ECONOM & FINANCE (BANKING						28250 2	
MANAGEMENT INFO SYSTEMS			41000 1				
MARKETING/MARK MGMT (RESR			25000 1				19900 2
HUMANITIES - OTHER							30000 1
CHEMICAL		36850 2				37350 2	
ELECTRICAL/ELECTRONIC						34680 1	
MECHANICAL			37500 1				
OTHER AGRICULTURAL SCIENC							24000 1
COMPUTER SCIENCE							32000 1
BIOLOGICAL			21000 1				
MATHEMATICS	20000 1						

AVERAGE SALARY OFFERS MARCH 1991 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	27894 81 42000/24000	18975 4		24333 3	24333 3	20857 7		27375 8	
BACHELOR - TECHNICAL	31675 4					38600 4	34813 8	31097 15	31478 8

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	25000 3		25500 2	27773 11	21500 3	21900 5			18175 4
BACHELOR - TECHNICAL	33000 1			31667 3					

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL			20000 3	25550 2	20089 9		20834 2	17000 1	
BACHELOR - TECHNICAL		32067 6		33862 15		27480 15	35000 1	26625 4	18300 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	21200 1		16467 3	22667 3	27000 1		31000 1		26000 3
BACHELOR - TECHNICAL					31700 14	33000 1	33554 13		35175 31 39000/31200

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	31510 4	23500 4	23000 4	30450 2					
BACHELOR - TECHNICAL	34388 13	34539 45 40000/32240	34000 1	35340 5	33600 2		35360 2	35500 3	38463 18

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL			33000 2			28167 3	
BACHELOR - TECHNICAL	20000 1	36850 2	29250 2			36460 3	

AVERAGE SALARY OFFERS MARCH 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	27689 78 32000/24000	25850 10							
BUSINESS ADMIN (INCL MGMT	27590 2	22000 2							
ECONOM & FINANCE (BANKING	26500 1	26250 6	31000 1				23000 1	17000 1	27317 6
MARKETING/MARK MGMT (RESR								24000 1	21000 1

AVERAGE SALARY OFFERS MARCH 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ECONOM & FINANCE (BANKING			35000 1						
MARKETING/MARK MGMT (RESR			24000 1				19000 1		
ADVERTISING							20000 1		16900 1
COMMUNICATIONS							15000 1		22000 1
JOURNALISM						16000 1			
VISUAL & PERFORMING ARTS							22000 1		
COMPUTER							39200 1		

AVERAGE SALARY OFFERS MARCH 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									24667 1
BUSINESS ADMIN (INCL MGMT							29570 2		
ECONOM & FINANCE (BANKING							21500 2		
MANAGEMENT INFO SYSTEMS							26500 2		
MARKETING/MARK MGMT (RESR			19500 1		20000 2		21643 7		
COMMUNICATIONS							25000 1		
HUMANITIES - OTHER							30000 1		
HISTORY		20000 1					20000 1		
CHEMICAL					37500 2				
COMPUTER							23000 1		
INDUSTRIAL					34800 1				

AVERAGE SALARY OFFERS MARCH 1991 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
CRIMINAL JUSTICE		22500 1							
AEROSPACE & AERONAUTICAL							35400 1		
BIOENGINEERING & BIOMEDIC						17000 1			
CHEMICAL								36500 1	
CIVIL							30290 4	29120 1	
ELECTRICAL/ELECTRONIC									34140 2
INDUSTRIAL							26252 1		29566 2
MECHANICAL						37500 1	34020 3		32374 17
BIOLOGICAL						21750 2			

AVERAGE SALARY OFFERS MARCH 1991 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	30000 1								
AEROSPACE & AERONAUTICAL					34100 1				26252 1
CHEMICAL					35806 4		38418 21 43000/37000		37431 7
CIVIL			32400 1		36700 1				31733 3
COMPUTER			37100 2						
ELECTRICAL/ELECTRONIC	36500 2	31968 6	37510 2	33740 3	34263 3	22067 1	35400 1	35125 4	34673 31 40000/31800
INDUSTRIAL									31500 2
MECHANICAL		33520 2	37510 1	32552 2	34740 3	32586 7	37500 1	33001 7	33352 22 36000/31700
INDUSTRIAL TECHNOLOGY	29000 1				33500 1				
COMPUTER SCIENCE			34567 3		38000 1			31500 1	34614 7
MATHEMATICS			34700 3						

AVERAGE SALARY OFFERS MARCH 1991 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
HEALTH SCIENCES			20333 3						
NURSING				35100 1					

AVERAGE SALARY OFFERS MARCH 1991 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					42000 1				
BUSINESS ADMIN (INCL MGMT	22000 1								
ECONOM & FINANCE (BANKING	28000 1								
MANAGEMENT INFO SYSTEMS					28200 5	41000 1	30000 1		
HUMANITIES - OTHER		17000 1							
SOCIOLOGY	18000 1								
SOCIAL SCIENCES-OTHER	19600 2	14400 1		17000 1					
ELECTRICAL/ELECTRONIC							35000 1		
INDUSTRIAL					32200 1				
OTHER AGRICULTURAL SCIENC									24000 1
COMPUTER SCIENCE					33471 7		33378 8		
MATHEMATICS					27088 2			29333 3	

AVERAGE SALARY OFFERS MARCH 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BUSINESS ADMIN (INCL MGMT		29000 3		23000 1					
ECONOM & FINANCE (BANKING				30000 1					
HUMAN RSRCS (incl LABOR R			26500 2						
MANAGEMENT INFO SYSTEMS		30000 1		31000 1					
MARKETING/MARK MGMT (RESR			12300 1	24000 1					
ELEMENTARY EDUCATION									20383 6
PRE-ELEMENTARY EDUCATION									17000 1
PHYSICAL EDUCATION									15000 1
FOREIGN LANGUAGES			17000 1						
VISUAL & PERFORMING ARTS									26500 1
CRIMINAL JUSTICE						21000 2			
POLITICAL SCIENCE/GOVT		25500 2		21700 1					
SOCIAL SCIENCES-OTHER		21000 1							
ELECTRICAL/ELECTRONIC		31000 2		34650 2					
INDUSTRIAL		32500 2							
MECHANICAL		31000 2		35475 4					
COMPUTER SCIENCE		30850 2							
BIOLOGICAL								21000 1	
CHEMISTRY							26000 1	31200 1	
MATHEMATICS					20195 1				

AVERAGE SALARY OFFERS MARCH 1991 ECPO REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27672 81 35000/24000	25556 18	31000 1				23000 1	20500 2	26414 7
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL			29500 2			16000 1	19000 4		19450 2
BACHELOR - TECHNICAL							39200 1		

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL		20000 1	19500 1		20000 2		23853 16		24667 1
BACHELOR - TECHNICAL					36600 3		23000 1		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL		22500 1							
BACHELOR - TECHNICAL						24500 4	31852 9	32810 2	32274 21 34680/30360

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	30000 1								
BACHELOR - TECHNICAL	34000 3	32356 8	35578 12	33265 5	35181 14	31271 8	38247 23 43000/37000	33584 12	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL			20333 3	35100 1					

AVERAGE SALARY OFFERS MARCH 1991 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION		COUNSELING		FUNDRAISING /		SOCIAL WORK		COMPUTER PROGR		INFORMATION SY		SYSTEMS ANALYS		ACTUARIAL		AGRICULTURE/NA	
BACHELOR - NON TECHNICAL	21440	5	15700	2			17000	1	30500	6	41000	1	30000	1				
BACHELOR - TECHNICAL									32068	10			33558	9	29333	3	24000	1

CURRICULUM	ARCHITECTURE		CONSULTING		HUMAN RESRCS /		MANAGEMENT TRA		MATH/STATISTIC		PARALEGAL		RESEARCHERS NO		RESEARCHERS -		TEACHING	
BACHELOR - NON TECHNICAL			27000	7	20575	4	25940	5			21000	2					20089	9
BACHELOR - TECHNICAL			31338	8			35200	6	20195	1			26000	1	26100	2		

AVERAGE SALARY OFFERS MARCH 1991 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH									
MBA--TECH	21000 1								

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH					34000 1				
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No.3 April 1991

EASTERN REGION (ECPO)

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY -Bernard M. Baruch
CUNY - Baruch College - Business & Public Administration
CUNY - City College
CUNY - Hunter College
Dartmouth College
Eastern Connecticut State University
Fordham University - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
The King's College
LeMoyne College
University of Maine-Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
Northeastern University
Pace University-New York City
Pace University-Westchester
Polytechnic University
Post College
Pratt Institute
Rensselaer Polytechnic University
Regis College
Rhode Island School of Design
University of Rhode Island
Roberts Wesleyan College
Rochester Institute of Technology
University of Rochester
University of Rochester-W.E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
Siena College
SUNY - Brockport
SUNY - Buffalo
SUNY - Cortland
SUNY - Geneseo
SUNY - Plattsburgh
SUNY - Purchase
Syracuse University
Tufts University
Union College
Vassar College
Wells College
Westminster College
Williams College
Worcester Polytechnic Institute

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Eastern** Region.

The data are based on salary offers made to students graduating between September 1, 1990 and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (March 8, 1991 through April 5, 1991) and cumulatively (September 1, 1990, through April 5,, 1991). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 3/8/91 THROUGH 4/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	63	574	$27815	$26200	$30500	$28000	$24000	93	1888	$27546	$26675	$30500	$28000	$24000
BUSINESS ADMIN (INCL MGMT	7	158	29877	23583	*	*	*	14	496	27023	23354	*	*	*
DISTRIBUTION MANAGEMENT	+	1	+	24000				+	9	+	27211			
ECONOM & FINANCE (BANKING	8	237	28363	26242	*	*	*	21	618	26424	25520	30400	27000	22000
HOTEL/RESTAURANT MGMT.	+	1	+	22000				+	39	+	21121			
HUMAN RSRCS (incl LABOR R	+	7	+	22929				2	50	26500	23885	*	*	*
MANAGEMENT INFO SYSTEMS	7	101	29371	28043	*	*	*	13	197	29738	28044	*	*	*
MARKETING/MARK MGMT (RESR	1	215	24000	23554	*	*	*	16	584	20956	23723	*	*	*
REAL ESTATE	+	1	+	21000				+	5	+	20264			
COMMUNICATIONS														
ADVERTISING	+	6	+	18917				2	39	18450	21478	*	*	*
COMMUNICATIONS	+	36	+	21960				3	116	20667	21733	*	*	*
JOURNALISM	+	15	+	20531				1	66	16000	19422	*	*	*
TELECOMMUN/BROADCASTING	+	8	+	21650				+	22	+	23109			
EDUCATION														
ELEMENTARY EDUCATION	1	36	27691	20006	*	*	*	7	198	21427	19963	*	*	*
PRE-ELEMENTARY EDUCATION	+	6	+	12967				1	27	17000	16647	*	*	*
PHYSICAL EDUCATION	+	5	+	21978				1	21	15000	19120	*	*	*
SPECIAL EDUCATION	+	8	+	20831				+	39	+	22956			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	5	+	21100				+	12	+	19392			
TEXTILES & CLOTHING	+	5	+	23600				+	27	+	21241			
MERCHANDISING MANAGEMENT	+	+	+	+				+	24	+	21388			
HUMANITIES														
FOREIGN LANGUAGES	+	2	+	23250				1	16	17000	21220	*	*	*
LETTERS (incl English, Li	+	10	+	22641				+	58	+	21734			
VISUAL & PERFORMING ARTS	+	5	+	23800				2	44	24250	19873	*	*	*
HUMANITIES - OTHER	+	5	+	21360				2	37	23500	21789	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	9	+	20455				3	39	21500	20759	*	*	*
HISTORY	+	4	+	22000				2	25	20000	20629	*	*	*
POLITICAL SCIENCE/GOVT	+	14	+	23030				3	66	24233	21998	*	*	*
PSYCHOLOGY	+	21	+	20416				+	83	+	19250			
SOCIOLOGY	+	4	+	15878				1	38	18000	18943	*	*	*
SOCIAL SCIENCES-OTHER	+	6	+	21360				5	59	18320	19456	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	22	35520	30087	*	*	*	4	85	32818	30188	*	*	*
AGRICULTURAL	+	6	+	30667				+	20	+	31350			
ARCHITECTURAL	+	9	+	29804				+	33	+	30709			
BIOENGINEERING & BIOMEDIC	+	2	+	30000				1	6	17000	27917	*	*	*
CHEMICAL	23	384	37949	37002	40400	37800	36000	41	812	37618	37178	40400	37500	36000
CIVIL	5	101	34400	30703	*	*	*	12	434	31648	29764	*	*	*
COMPUTER	+	28	+	31593				4	87	34100	32126	*	*	*
ELECTRICAL/ELECTRONIC	32	326	35345	33060	39200	34780	33000	66	875	34238	33049	39200	34051	31000

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	2	+	$29700			
INDUSTRIAL	7	79	$34640	$32440	*	*	*	12	206	$32655	32179	*	*	*
MECHANICAL	34	352	33982	33835	$36000	$34088	$32000	79	1034	33478	33980	$36000	$33500	$31000
METALLURGICAL	+	27	+	33424				+	77	+	33688			
MINING (INCL GEOLOGICAL)	+	4	+	31900				+	36	+	31116			
NUCLEAR	4	5	32025	32160	*	*	*	4	13	32025	32627	*	*	*
PETROLEUM	+	29	+	35944				+	126	+	38467			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	+	43	+	26856				+	107	+	27839			
INDUSTRIAL TECHNOLOGY	+	+	+	+				2	12	31250	26042	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	12	+	21995				+	47	+	22115			
ANIMAL SCIENCES	+	3	+	23000				+	23	+	21528			
PLANT SCIENCES	+	+	+	+				+	6	+	21413			
NATURAL RESOURCES	+	3	+	21133				+	9	+	21307			
OTHER AGRICULTURAL SCIENC	+	3	+	22401				1	23	24000	25440	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	29	170	34561	30900	38500	34700	31500	40	470	33921	30258	38500	34250	30000
COMPUTER PROGRAMMING	+	5	+	29440				+	17	+	28914			
INFORMATION SCIENCES & SY	+	26	+	29499				+	127	+	29020			
SYSTEMS ANALYSIS	+	1	+	24960				+	4	+	22640			
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	21943				+	59	+	27774			
HEALTH SCIENCES	+	3	+	20216				3	27	20333	21095	*	*	*
NURSING	+	19	+	33294				1	56	35100	28054	*	*	*
PHARMACY	+	+	+	+				+	27	+	39633			
SCIENCES														
ACTUARIAL	+	1	+	33240				+	5	+	26828			
ARCHITECTURAL & ENVIRONME	+	5	+	27860				+	16	+	26463			
BIOLOGICAL	+	12	+	17865				3	37	21500	20103	*	*	*
CHEMISTRY	2	24	28600	28572	*	*	*	2	47	28600	27716	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	8	+	31450				+	22	+	28525			
MATHEMATICS	7	21	32325	29409	*	*	*	10	68	29847	26213	*	*	*
PHYSICS	+	7	+	28098				+	13	+	28176			
OTHER PHYSICAL & EARTH SC	+	1	+	26000				+	4	+	20637			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	231	3249						478	10014					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	56	440	$27844	$26922	$30500	$28000	$24000	83	1452	$27644	$27250	$30500	$28000	$24000
ACCOUNTING (PRIVATE)	11	146	28127	24583	*	*	*	19	456	25468	24800	*	*	*
COMMERCIAL BANKING (CNSMR	+	20	+	22113				1	44	31000	21978	*	*	*
COMMERCIAL BANKING (LENDG	+	27	+	24981				+	58	+	24107			
INVESTMT BANKING (CORP FN	+	10	+	29970				+	20	+	27875			
INVESTMT BANKNG (M & A)	+	1	+	33000				+	2	+	28500			
INVESTMT BANKG (REAL EST)	+	+	+	+				1	4	23000	18875	*	*	*
INVESTMT BANKG (SALES & T	1	9	24000	22310	*	*	*	2	15	20500	22439	*	*	*
FINANCIAL/TREASURY ANALYS	3	75	28633	27348	*	*	*	8	212	26863	26655	*	*	*
PORTFOLIO MGMT/BROKERAGE	1	12	37500	20822	*	*	*	1	23	37500	21655	*	*	*
UNDERWRITING	+	27	+	24899				+	82	+	24056			
INSURANCE - CLAIMS	+	17	+	22332				2	62	29500	22483	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	5	+	18720				+	18	+	19429			
MEDIA PLANNING	+	3	+	21100				+	5	+	25460			
REPORTING	+	3	+	13133				1	13	16000	14975	*	*	*
PRODUCTION	+	7	+	29543				5	36	23040	24706	*	*	*
PUBLIC RELATIONS	+	5	+	21923				+	32	+	19840			
WRITING / EDITING	+	3	+	19967				2	22	19450	19864	*	*	*
MARKETING														
ADVERTISING	+	6	+	19917				+	20	+	20465			
BRAND/PRODUCT MANAGEMENT	+	44	+	24185				1	85	20000	23932	*	*	*
BUYER/MERCHANDISING	+	36	+	24572				1	126	19500	23303	*	*	*
DISTRIBUTION	+	12	+	25337				+	34	+	26362			
MARKET RESEARCH	1	14	34800	24264	*	*	*	5	46	29960	24914	*	*	*
PURCHASING	+	5	+	26844				+	20	+	25270			
SALES	3	183	32047	24974	*	*	*	18	586	24258	25102	*	*	*
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	1	+	20000				+	20	+	19876			
FINANC,TAXA, MONETARY POL	2	10	26334	24853	*	*	*	2	47	26334	23040	*	*	*
ECONOMIC PROGRAMS	+	4	+	22198				+	7	+	22056			
LAW ENFORCEMENT	+	12	+	23399				1	32	22500	23152	*	*	*
MILITARY	+	4	+	26625				+	28	+	23817			
NATIONAL SECURITY	+	+	+	+				+	7	+	20229			
URBAN / REGIONAL PLANNING	+	2	+	21720				+	8	+	19104			
ENGINEERING														
BIOENGINEERING	+	2	+	30000				4	6	24500	26333	*	*	*
DESIGN / CONSTRUCT	2	149	31700	30257	*	*	*	10	502	31587	30779	*	*	*
ENVIRONMENTAL/SANITATION	1	18	37000	31854	*	*	*	3	87	34207	30721	*	*	*
MANUFACTURING/INDUSTRIAL	2	196	35040	33948	*	*	*	22	579	32438	33800	34020	33000	30360
SYSTEMS / PROGRAMMING	4	46	35650	32349	*	*	*	6	133	34267	32328	*	*	*
POWER SYSTEMS	1	34	35500	34807	*	*	*	9	123	32706	33179	*	*	*
SOFTWARE DESIGN & DEVELOP	9	43	35248	32158	*	*	*	13	112	35148	32283	*	*	*
HARDWARE DESIGN & DEVELOP	1	16	34170	32884	*	*	*	6	107	33416	33253	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	7	67	$35631	$35220	*	*	*	18	203	$35241	$34006	*	*	*
TESTING	5	24	33650	29680	*	*	*	11	96	31765	30524	*	*	*
PROCESS ENGINEERING	15	276	38789	37502	*	*	*	26	651	38027	37560	$40400	$37500	$36000
PROJECT ENGINEERING	2	217	29250	33411	*	*	*	12	503	33584	34230	*	*	*
OTHER ENGINEERING	59	307	34740	33141	$38500	$34700	$32000	84	791	34161	32700	38500	34188	29000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	4	+	23125				+	19	+	24503			
INDUSTRIAL HYGIENE	+	+	+	+				+	2	+	23916			
MEDICAL TECHNOLOGY	+	3	+	18343				3	29	20333	23854	*	*	*
NURSES / PERSONAL CARE	+	18	+	32077				1	52	35100	27270	*	*	*
OCCUPATIONAL THERAPY	+	2	+	40750				+	18	+	29866			
PHARMACIST	+	+	+	+				+	28	+	39165			
PHYSICAL THERAPY	+	1	+	11648				+	4	+	19045			
RESPIRATORY THERAPY	+	1	+	28000				+	4	+	33914			
OTHER HEALTH RELATED	+	6	+	24449				+	55	+	24038			
SOCIAL SERVICES														
ADMINISTRATION	+	3	+	18000				5	18	21440	20218	*	*	*
COUNSELING	+	9	+	18655				2	43	15700	16696	*	*	*
FUNDRAISING / DEVELOPMENT	+	1	+	15240				+	1	+	15240			
SOCIAL WORK	+	10	+	16940				1	33	17000	17176	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	7	130	31411	28713	*	*	*	18	361	31632	28561	*	*	*
INFORMATION SYSTEMS	3	54	34500	30247	*	*	*	4	144	36125	29398	*	*	*
SYSTEMS ANALYSIS & DESIGN	9	87	33720	29178	*	*	*	11	221	32956	29679	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	2	3	28000	29747	*	*	*	3	11	29333	30680	*	*	*
AGRICULTURE/NAT'L RESOURC	+	6	+	18863				1	56	24000	21504	*	*	*
ARCHITECTURE	+	2	+	27750				+	8	+	26238			
CONSULTING	9	87	30633	29310	*	*	*	15	230	29313	28933	*	*	*
HUMAN RESRCS /INDUS RELS	+	15	+	20900				4	57	20575	22394	*	*	*
MANAGEMENT TRAINEE	12	169	34833	23850	*	*	*	17	667	32794	22560	*	*	*
MATH/STATISTICIANS	+	9	+	23633				1	20	20195	23651	*	*	*
PARALEGAL	+	2	+	17500				2	7	21000	18571	*	*	*
RESEARCHERS NON-TECHNICAL	1	5	26000	22405	*	*	*	1	7	26000	23860	*	*	*
RESEARCHERS - TECHNICAL	1	15	31200	27997	*	*	*	2	22	26100	28596	*	*	*
TEACHING	1	69	27691	20553	*	*	*	10	382	20849	20506	*	*	*
TOTALS	231	3249						478	10014					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

ECPO REGIONAL Report No. 3 APRIL 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	3	42	$30000	$30421	*	*	*	3	159	$30000	$31213	*	*	*
MBA--NON-TECH	2	83	33259	38952	*	*	*	3	222	33506	35769	*	*	*
MBA--TECH	1	30	21000	38152	*	*	*	1	49	21000	39026	*	*	*
MS-BUSINESS	+	6	+	39587				+	12	+	45120			
ECONOMICS & FINANCE (BANK	1	51	27000	43655	*	*	*	1	84	27000	43268	*	*	*
HUMAN RESOURCES (INCL LAB	+	15	+	38488				+	19	+	37222			
MANAGEMENT INFORMATION SY	+	3	+	30000				+	10	+	32720			
MARKETING/MKTNG MGT (RESE	+	36	+	46381				1	50	36000	46019	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	+	+	+				+	6	+	27460			
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	6	+	21683				+	15	+	24187			
ELEMENTARY EDUCATION	+	2	+	25250				+	26	+	24472			
PHYSICAL EDUCATION	+	1	+	35000				+	4	+	24500			
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	4	+	21319				+	9	+	23896			
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	12300				+	2	+	16650			
LETTERS	1	1	32500	32500	*	*	*	1	4	32500	23500	*	*	*
VISUAL & PERFORMING ARTS	+	1	+	21000				+	2	+	21163			
HUMANITIES - OTHER	+	1	+	20004				+	4	+	31251			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	1	+	16900				+	9	+	23945			
SOCIOLOGY	+	1	+	20800				+	3	+	24267			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	13	+	30853			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	+	+	+				+	8	+	35640			
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	1	+	30000				+	1	+	30000			
CHEMICAL	1	12	37000	38827	*	*	*	5	35	39848	39587	*	*	*

continued

ECPO REGIONAL Report No. 3 APRIL 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	+	6	+	$34617				1	64	$25500	$34902	*	*	*
COMPUTER	+	+	+	+				1	2	35200	37400	*	*	*
ELECTRICAL/ELECTRONIC	6	25	$34853	38059	*	*	*	11	100	38335	38353	*	*	*
INDUSTRIAL	2	7	38335	35639	*	*	*	4	20	37004	36193	*	*	*
MECHANICAL	6	39	37752	38484	*	*	*	10	105	37154	38121	*	*	*
METALLURGICAL	+	1	+	36000				+	17	+	37896			
MINING & MINERAL	+	1	+	34000				+	14	+	35007			
NUCLEAR	+	+	+	+				+	2	+	37800			
PETROLEUM	+	3	+	39567				+	23	+	43687			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	21962				+	3	+	21962			
HEALTH SCIENCES	+	10	+	26000				+	13	+	26231			
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	27750				+	6	+	26116			
ARCHITECTURAL & ENVIRONME	+	1	+	28080				+	1	+	28080			
BIOLOGICAL	+	1	+	18700				+	3	+	22686			
CHEMISTRY	+	5	+	34680				+	7	+	32486			
COMPUTER SCIENCE														
COMPUTER SCIENCE	6	19	41850	39726	*	*	*	6	70	41850	37334	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	10	+	36222				+	25	+	36393			
MATHEMATICS (INCL ACTUARI	+	4	+	29950				+	10	+	28620			
PHYSICS	+	+	+	+				+	3	+	27219			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	29	435						48	1241					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	32	+	$47233				+	98	+	$45306			
MBA--TECH	+	17	+	49794				+	31	+	48710			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	1	73	$32500	50025	*	*	*	2	133	$46250	48700	*	*	*
MBA--TECH	+	31	+	52978				+	60	+	54414			
OVER 4 YEARS														
MBA--NON-TECH	2	35	47000	47809	*	*	*	2	100	47000	47425	*	*	*
MBA--TECH	+	24	+	55808				+	54	+	51693			
TOTALS	3	212						4	476					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	2	4	$60000	$54750	*	*	*	2	9	$60000	$54456	*	*	*
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	5	+	37214			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	1	+	30000			
FOREIGN LANGUAGES	+	+	+	+				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	5	+	50540			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	3	+	46027			
CHEMICAL	1	9	54000	53204	*	*	*	1	16	54000	52235	*	*	*
CIVIL	+	3	+	40332				+	6	+	41499			
COMPUTER	+	+	+	+				+	2	+	52250			
ELECTRICAL/ELECTRONIC	+	2	+	58500				2	10	60000	56220	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	1	+	53760				+	4	+	46041			
METALLURGICAL	+	2	+	48600				1	10	48000	46464	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	1	+	36000			
BIOLOGICAL	+	3	+	30333				+	4	+	31138			
CHEMISTRY	1	34	48000	49370	*	*	*	2	49	48000	48533	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	3	+	52847				+	9	+	52871			
MATHEMATICS	+	+	+	+				+	6	+	38483			
PHYSICS	+	+	+	+				+	2	+	40000			
POLYMER	+	1	+	52200				+	2	+	52800			
TOTALS	4	62						8	148					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS APRIL 1991 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	27884 80 42000/24000	20000 1							
BUSINESS ADMIN (INCL MGMT	27590 2							29250 4	
ECONOM & FINANCE (BANKING	26500 1			24333 3	24500 2				
MANAGEMENT INFO SYSTEMS								30000 1	
MARKETING/MARK MGMT (RESR		19000 1			24000 1	20400 5			
ADVERTISING		18450 2							
COMMUNICATIONS						22000 1			
VISUAL & PERFORMING ARTS						22000 1			
POLITICAL SCIENCE/GOVT								25500 2	
SOCIAL SCIENCES-OTHER								21000 1	
CHEMICAL								38300 1	36500 3
CIVIL								28080 2	29804 5
COMPUTER							23000 1		
ELECTRICAL/ELECTRONIC	31000 1					37467 3	39260 2	31667 3	31800 1
INDUSTRIAL	30000 1							32000 2	
MECHANICAL	31000 1							32000 2	34000 1
INDUSTRIAL TECHNOLOGY								29000 1	
COMPUTER SCIENCE	34700 1					42000 1	35913 6	30000 4	

AVERAGE SALARY OFFERS APRIL 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	24000 1			27700 5					
BUSINESS ADMIN (INCL MGMT			21000 1			23000 1			
ECONOM & FINANCE (BANKING	30000 1		30000 1	29500 2					
HUMAN RSRCS (incl LABOR R									20000 1
MANAGEMENT INFO SYSTEMS				28000 3		28800 2			
MARKETING/MARK MGMT (RESR	21000 1			24000 1		19750 2			
COMMUNICATIONS									15000 1
JOURNALISM									16000 1
CRIMINAL JUSTICE					21500 3				
HISTORY						20000 1			
POLITICAL SCIENCE/GOVT									21700 1
ELECTRICAL/ELECTRONIC	40000 1								
COMPUTER SCIENCE	33000 1			35000 1					
MATHEMATICS				30000 2					

AVERAGE SALARY OFFERS APRIL 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING				23500 1			24667 1		
ECONOM & FINANCE (BANKING			20000 1	27600 1					
MARKETING/MARK MGMT (RESR			20000 1						
ELEMENTARY EDUCATION					21427 7				
PRE-ELEMENTARY EDUCATION					17000 1				
PHYSICAL EDUCATION					15000 1				
FOREIGN LANGUAGES							17000 1		
VISUAL & PERFORMING ARTS					26500 1				
HUMANITIES - OTHER								17000 1	
HISTORY			20000 1						
AEROSPACE & AERONAUTICAL						26252 1			
BIOENGINEERING & BIOMEDIC									17000 1
CHEMICAL		37500 1							
CIVIL							35000 1		
ELECTRICAL/ELECTRONIC		39200 2		33920 8		28207 7			
INDUSTRIAL				32879 1		26252 2			
MECHANICAL		33000 1		33837 8		29917 3			
NUCLEAR				34500 1		30140 2			
COMPUTER SCIENCE				35300 4		26040 1		30000 1	
HEALTH SCIENCES								20700 2	19600 1
NURSING								35100 1	
BIOLOGICAL		21750 2							
MATHEMATICS						20195 1			

AVERAGE SALARY OFFERS APRIL 1991 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BUSINESS ADMIN (INCL MGMT				22000 1					25333 3
ECONOM & FINANCE (BANKING				28000 1	27000 1				
MANAGEMENT INFO SYSTEMS							31000 1		30000 2
SOCIOLOGY			18000 1						
SOCIAL SCIENCES-OTHER	21200 1		15700 2	18000 1					
AEROSPACE & AERONAUTICAL					34100 1				35520 1
CHEMICAL									36288 15
ELECTRICAL/ELECTRONIC					33110 4		34530 2		36100 3
INDUSTRIAL							35880 1		35650 4
MECHANICAL					30807 9	33000 1	33377 11		36117 12
NUCLEAR							33320 1		
COMPUTER SCIENCE					34000 1				30500 1
CHEMISTRY									28600 2
MATHEMATICS									32000 1

AVERAGE SALARY OFFERS APRIL 1991 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING			20950	2			30500	1										
BUSINESS ADMIN (INCL MGMT	34140	1	30000	1														
ECONOM & FINANCE (BANKING	28900	1	23000	2	23000	1	30400	1										
HUMAN RSRCS (incl LABOR R	33000	1																
MANAGEMENT INFO SYSTEMS	30000	1	30000	1	23000	1												
MARKETING/MARK MGMT (RESR					21000	1												
COMMUNICATIONS					25000	1												
AEROSPACE & AERONAUTICAL			35400	1														
CHEMICAL	36000	1	38000	1			37500	1					37000	1	37500	1	40582	10
CIVIL			31000	1	34200	1											37200	2
COMPUTER	35200	1	39100	2														
ELECTRICAL/ELECTRONIC	35338	5	34669	16			35400	1	33840	2			33720	1	35500	1	37800	2
INDUSTRIAL					34000	1												
MECHANICAL	33850	3	33252	16			34600	3	33600	1					33500	1	33902	5
INDUSTRIAL TECHNOLOGY			33500	1														
COMPUTER SCIENCE	33900	4	34733	12	30500	1												
MATHEMATICS	31088	2	34700	3														

AVERAGE SALARY OFFERS APRIL 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING						28000 1	
ECONOM & FINANCE (BANKING						28250 2	
MANAGEMENT INFO SYSTEMS			41000 1				
MARKETING/MARK MGMT (RESR			25000 1				19900 2
HUMANITIES - OTHER							30000 1
CHEMICAL		36850 2	36250 2			37350 2	
ELECTRICAL/ELECTRONIC						34680 1	
MECHANICAL			37500 1				
OTHER AGRICULTURAL SCIENC							24000 1
COMPUTER SCIENCE							32000 1
BIOLOGICAL			21000 1				
MATHEMATICS	20000 1						

AVERAGE SALARY OFFERS APRIL 1991 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	27861 83 42000/24000	18975 4		24333 3	24333 3	20857 7		27375 8	
BACHELOR - TECHNICAL	31675 4					38600 4	35222 9	31097 15	32432 10

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	25000 3		25500 2	27773 11	21500 3	23350 6			18175 4
BACHELOR - TECHNICAL	36500 2			31667 3					

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL			20000 3	25550 2	20849 10		20834 2	17000 1	
BACHELOR - TECHNICAL		32067 6		34120 22 39200/32500		27792 17	35000 1	26625 4	18300 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	21200 1		16467 3	22667 3	27000 1		31000 1		27200 5
BACHELOR - TECHNICAL					31853 15	33000 1	33694 15		35483 39 40800/31200

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	31510 4	24650 6	23000 4	30450 2					
BACHELOR - TECHNICAL	34201 16	34410 53 40000/32240	32900 3	35340 5	33760 3		35360 2	35500 3	38175 19

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL			33000 2			28167 3	
BACHELOR - TECHNICAL	20000 1	36850 2	32750 4			36460 3	

AVERAGE SALARY OFFERS APRIL 1991 ECP(
BY TECH - NON TECH/EMPLOYER CUMULAT

O REGIONAL CUMULATIVE REPORT
TIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH									
MBA--TECH	21000 1								

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH					34000 1			25717 1	
MBA--TECH									

CURRICULUM	MEMBERSHIP/RE	EL MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									40800 1
MBA--TECH									

CURRICULUM	COMPUTER & BU	US ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS APRIL 1991 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	27659 80 32000/24000	25673 11							
BUSINESS ADMIN (INCL MGMT	27590 2	22000 2							30000 1
ECONOM & FINANCE (BANKING	26500 1	26250 6	31000 1				23000 1	17000 1	27317 6
MARKETING/MARK MGMT (RESR								24000 1	21000 1

AVERAGE SALARY OFFERS APRIL 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ECONOM & FINANCE (BANKING			35000 1						
MARKETING/MARK MGMT (RESR			24000 1				19000 1		
ADVERTISING							20000 1		16900 1
COMMUNICATIONS							15000 1		22000 1
JOURNALISM						16000 1			
VISUAL & PERFORMING ARTS							22000 1		
COMPUTER							39200 1		
MECHANICAL	37500 1								

AVERAGE SALARY OFFERS APRIL 1991 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 206 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									24667 1
BUSINESS ADMIN (INCL MGMT							29570 2		28000 1
ECONOM & FINANCE (BANKING							21500 2		
MANAGEMENT INFO SYSTEMS							26500 2		
MARKETING/MARK MGMT (RESR			19500 1		20000 2		21643 7		
COMMUNICATIONS							25000 1		
HUMANITIES - OTHER							30000 1		
HISTORY		20000 1					20000 1		
CHEMICAL					37500 2				
COMPUTER							23000 1		
INDUSTRIAL					34800 1				
MATHEMATICS							32000 1		

AVERAGE SALARY OFFERS APRIL 1991 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
CRIMINAL JUSTICE		22500 1							
AEROSPACE & AERONAUTICAL							35400 1		
BIOENGINEERING & BIOMEDIC						17000 1			
CHEMICAL								36750 2	
CIVIL							30432 5	29120 1	
ELECTRICAL/ELECTRONIC									34140 2
INDUSTRIAL							26252 1		31670 3
MECHANICAL						37500 1	34020 3		32374 17
BIOLOGICAL						21750 2			

AVERAGE SALARY OFFERS APRIL 1991 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	30000 1								
MANAGEMENT INFO SYSTEMS									30000 1
AEROSPACE & AERONAUTICAL					34100 1		35520 1		26252 1
CHEMICAL		35500 1			35645 5		38273 23 43000/37000		37477 8
CIVIL			32400 1		36700 1				32350 4
COMPUTER			37100 2						
ELECTRICAL/ELECTRONIC	36650 4	31968 6	37510 2	33848 4	34263 3	27834 2	35400 1	35125 4	34605 33 40000/31800
INDUSTRIAL									31500 2
MECHANICAL		33520 2	37510 1	32552 2	34505 4	32586 7	37500 1	33001 7	33281 24 36000/31700
NUCLEAR					34500 1	32825 2			27950 1
INDUSTRIAL TECHNOLOGY	29000 1				33500 1				
COMPUTER SCIENCE			33425 4		38250 2			31500 1	35240 10
MATHEMATICS			34700 3						

AVERAGE SALARY OFFERS APRIL 1991 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
HEALTH SCIENCES			20333 3						
NURSING				35100 1					

AVERAGE SALARY OFFERS APRIL 1991 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					42000 1				
BUSINESS ADMIN (INCL MGMT	22000 1								
ECONOM & FINANCE (BANKING	28000 1								
MANAGEMENT INFO SYSTEMS					28200 5	41000 1	30000 1		
HUMANITIES - OTHER		17000 1							
SOCIOLOGY	18000 1								
SOCIAL SCIENCES-OTHER	19600 2	14400 1		17000 1					
ELECTRICAL/ELECTRONIC							35000 1		
INDUSTRIAL					32200 1				
OTHER AGRICULTURAL SCIENC									24000 1
COMPUTER SCIENCE					33333 9	34500 3	33058 9		
MATHEMATICS					27088 2			29333 3	

AVERAGE SALARY OFFERS APRIL 1991 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BUSINESS ADMIN (INCL MGMT		29000 3		23000 1					
ECONOM & FINANCE (BANKING				30000 1					
HUMAN RSRCS (incl LABOR R			26500 2						
MANAGEMENT INFO SYSTEMS		30000 1		30800 2					
MARKETING/MARK MGMT (RESR			12300 1	24000 1					
ELEMENTARY EDUCATION									21427 7
PRE-ELEMENTARY EDUCATION									17000 1
PHYSICAL EDUCATION									15000 1
FOREIGN LANGUAGES			17000 1						
VISUAL & PERFORMING ARTS									26500 1
CRIMINAL JUSTICE						21000 2			
POLITICAL SCIENCE/GOVT		25500 2		21700 1					
SOCIAL SCIENCES-OTHER		21000 1							
ELECTRICAL/ELECTRONIC		31000 2		34650 2					
INDUSTRIAL		32500 2		37800 2					
MECHANICAL		31000 2		36043 7					
COMPUTER SCIENCE		30850 2							
BIOLOGICAL								21000 1	
CHEMISTRY							26000 1	31200 1	
MATHEMATICS					20195 1				

AVERAGE SALARY OFFERS APRIL 1991 ECPO REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27644 83 35000/24000	25468 19	31000 1				23000 1	20500 2	26863 8
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL			29500 2			16000 1	19000 4		19450 2
BACHELOR - TECHNICAL	37500 1						39200 1		

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL		20000 1	19500 1		20000 2		23853 16		26334 2
BACHELOR - TECHNICAL					36600 3		27500 2		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL		22500 1							
BACHELOR - TECHNICAL						24500 4	31587 10	34207 3	32438 22 35880/30360

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	30000 1								
BACHELOR - TECHNICAL	35120 5	32706 9	35148 13	33416 6	35241 18	31765 11	38027 26 43000/36000	33584 12	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL			20333 3	35100 1					

AVERAGE SALARY OFFERS APRIL 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION		COUNSELING		FUNDRAISING /		SOCIAL WORK		COMPUTER PROGR		INFORMATION SY		SYSTEMS ANALYS		ACTUARIAL		AGRICULTURE/NA	
BACHELOR - NON TECHNICAL	21440	5	15700	2			17000	1	30500	6	41000	1	30000	1				
BACHELOR - TECHNICAL									32198	12	34500	3	33252	10	29333	3	24000	1

CURRICULUM	ARCHITECTURE		CONSULTING		HUMAN RESRCS /		MANAGEMENT TRA		MATH/STATISTIC		PARALEGAL		RESEARCHERS NO		RESEARCHERS -		TEACHING	
BACHELOR - NON TECHNICAL			27000	7	20575	4	26717	6			21000	2					20849	10
BACHELOR - TECHNICAL			31338	8			36109	11	20195	1			26000	1	26100	2		

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No.4 May 1991

EASTERN REGION (ECPO)

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY -Bernard M. Baruch
CUNY - Baruch College - Business & Public Administration
CUNY - City College
CUNY - Hunter College
Dartmouth College
Eastern Connecticut State University
Fordham University - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
The King's College
LeMoyne College
University of Maine-Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
Northeastern University
Pace University-New York City
Pace University-Westchester
Polytechnic University
Post College
Pratt Institute
Rensselaer Polytechnic University
Regis College
Rhode Island School of Design
University of Rhode Island
Roberts Wesleyan College
Rochester Institute of Technology
University of Rochester
University of Rochester-W.E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
Siena College
SUNY - Brockport
SUNY - Buffalo
SUNY - Cortland
SUNY - Geneseo
SUNY - Plattsburgh
SUNY - Purchase
Syracuse University
Tufts University
Union College
Vassar College
Wells College
Westminster College
Williams College
Worcester Polytechnic Institute

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Eastern** Region.

The data are based on salary offers made to students graduating between September 1, 1990 and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (April 5, 1991 through May 6, 1991) and cumulatively (September 1, 1990, through May 6,, 1991). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/5/91 THROUGH 5/6/91

CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	20	273	$26885	$26609	$32000	$26500	$22500	113	2304	$27429	$26667	$31000	$28000	$23500
BUSINESS ADMIN (INCL MGMT	3	94	27667	23730	*	*	*	17	653	27136	23520	*	*	*
DISTRIBUTION MANAGEMENT	+	5	+	26340				+	14	+	26900			
ECONOM & FINANCE (BANKING	30	179	30060	27327	35000	29500	23000	51	880	28563	25814	32000	28000	22500
HOTEL/RESTAURANT MGMT.	+	10	+	21340				+	49	+	21165			
HUMAN RSRCS (incl LABOR R	+	4	+	24650				2	72	26500	24612	*	*	*
MANAGEMENT INFO SYSTEMS	2	27	23800	28819	*	*	*	15	248	28947	28407	*	*	*
MARKETING/MARK MGMT (RESR	8	151	21681	24641	*	*	*	24	793	21198	23825	25000	21500	16000
REAL ESTATE	+	1	+	24000				+	6	+	20887			
COMMUNICATIONS														
ADVERTISING	1	3	21500	18500	*	*	*	3	46	19467	20938	*	*	*
COMMUNICATIONS	+	12	+	19399				3	139	20667	21750	*	*	*
JOURNALISM	2	7	20200	21989	*	*	*	3	81	18800	19955	*	*	*
TELECOMMUN/BROADCASTING	+	17	+	24658				+	39	+	23784			
EDUCATION														
ELEMENTARY EDUCATION	1	19	30000	21121	*	*	*	8	227	22499	20080	*	*	*
PRE-ELEMENTARY EDUCATION	+	+	+	+				1	27	17000	16647	*	*	*
PHYSICAL EDUCATION	1	4	14400	19900	*	*	*	2	25	14700	19245	*	*	*
SPECIAL EDUCATION	+	1	+	18807				+	42	+	22847			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	1	4	32500	24550	*	*	*	1	16	32500	20681	*	*	*
TEXTILES & CLOTHING	+	12	+	21000				+	52	+	21721			
MERCHANDISING MANAGEMENT	3	7	22833	19343	*	*	*	3	31	22833	20926	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	22100				1	19	17000	21401	*	*	*
LETTERS (incl English, Li	3	10	24667	22377	*	*	*	3	77	24667	21725	*	*	*
VISUAL & PERFORMING ARTS	1	6	20000	20417	*	*	*	3	51	22833	19979	*	*	*
HUMANITIES - OTHER	+	9	+	22433				2	50	23500	22832	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	1	+	20000				3	41	21500	20966	*	*	*
HISTORY	+	6	+	23167				2	37	20000	22506	*	*	*
POLITICAL SCIENCE/GOVT	1	11	21000	22850	*	*	*	4	94	23425	22294	*	*	*
PSYCHOLOGY	4	16	27750	22881	*	*	*	4	107	27750	19863	*	*	*
SOCIOLOGY	1	4	16344	20336	*	*	*	2	46	17172	19830	*	*	*
SOCIAL SCIENCES-OTHER	12	22	28125	24949	*	*	*	17	82	25241	20939	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	3	17	33107	30268	*	*	*	7	105	32942	30256	*	*	*
AGRICULTURAL	2	14	22500	30224	*	*	*	2	35	22500	30669	*	*	*
ARCHITECTURAL	+	7	+	32179				+	44	+	30659			
BIOENGINEERING & BIOMEDIC	+	+	+	+				1	6	17000	27917	*	*	*
CHEMICAL	13	164	37820	37898	*	*	*	55	1100	37663	37384	40400	37500	36000
CIVIL	8	131	28175	28864	*	*	*	21	637	30532	29545	36000	31000	28000
COMPUTER	3	44	31135	31589	*	*	*	7	144	32829	31891	*	*	*
ELECTRICAL/ELECTRONIC	22	230	35262	33477	37000	35250	33000	105	1232	33686	33113	39000	34000	28800

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	2	+	$29250				+	4	+	$29475			
INDUSTRIAL	1	60	$36120	32960	*	*	*	13	281	$32922	32289	*	*	*
MECHANICAL	30	292	34164	34347	$36600	$34020	$32600	110	1466	33655	34069	$36480	$33600	$31000
METALLURGICAL	+	39	+	33664				+	124	+	33557			
MINING (INCL GEOLOGICAL)	+	3	+	32000				+	39	+	31184			
NUCLEAR	1	2	33500	30417	*	*	*	5	15	32320	32332	*	*	*
PETROLEUM	+	28	+	40166				+	164	+	38686			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	5	26	31555	29405	*	*	*	5	144	31555	28678	*	*	*
INDUSTRIAL TECHNOLOGY	+	6	+	30000				2	18	31250	27361	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	8	+	24750				+	60	+	22712			
ANIMAL SCIENCES	+	4	+	23000				+	27	+	21746			
PLANT SCIENCES	+	6	+	19702				+	14	+	20221			
NATURAL RESOURCES	1	1	16300	16300	*	*	*	1	11	16300	20005	*	*	*
OTHER AGRICULTURAL SCIENC	+	4	+	19750				1	27	24000	24597	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	6	72	35117	32088	*	*	*	46	585	34077	30469	38500	34600	30000
COMPUTER PROGRAMMING	+	2	+	19375				+	21	+	28173			
INFORMATION SCIENCES & SY	+	15	+	28829				+	142	+	29000			
SYSTEMS ANALYSIS	+	2	+	31000				+	6	+	25427			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	72	+	28058			
HEALTH SCIENCES	1	5	12000	17700	*	*	*	4	32	18250	20564	*	*	*
NURSING	+	10	+	26500				1	89	35100	28349	*	*	*
PHARMACY	+	1	+	44200				+	31	+	39040			
SCIENCES														
ACTUARIAL	+	1	+	31740				+	9	+	29269			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	16	+	26463'			
BIOLOGICAL	4	11	24900	22210	*	*	*	7	51	23443	21267	*	*	*
CHEMISTRY	+	4	+	28355				2	64	28600	27625	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	3	+	26233				+	25	+	28250			
MATHEMATICS	12	28	31750	29868	*	*	*	22	113	30885	27503	34700	32000	28000
PHYSICS	+	1	+	27400				+	15	+	29059			
OTHER PHYSICAL & EARTH SC	+	1	+	28000				+	5	+	22109			
POLYMER SCIENCE	+	2	+	35250				+	2	+	35250			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	206	2162						704	13323					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	21	184	$27010	$27139	$31000	$28000	$23000	104	1735	$27516	$27222	$31000	$28000	$23500
ACCOUNTING (PRIVATE)	2	79	25250	25617	*	*	*	21	591	25448	25068	30000	26000	21000
COMMERCIAL BANKING (CNSMR	+	17	+	23665				1	70	31000	22376	*	*	*
COMMERCIAL BANKING (LENDG	+	27	+	23876				+	88	+	24066			
INVESTMT BANKING (CORP FN	+	3	+	26333				+	27	+	28093			
INVESTMT BANKNG (M & A)	+	+	+	+				+	2	+	28500			
INVESTMT BANKG (REAL EST)	+	+	+	+				1	4	23000	18875	*	*	*
INVESTMT BANKG (SALES & T	1	2	34000	32000	*	*	*	3	19	25000	23268	*	*	*
FINANCIAL/TREASURY ANALYS	17	64	31788	29466	*	*	*	25	293	30212	27173	34000	30000	24000
PORTFOLIO MGMT/BROKERAGE	+	4	+	33250				1	29	37500	23416	*	*	*
UNDERWRITING	1	21	25000	25648	*	*	*	1	110	25000	24295	*	*	*
INSURANCE - CLAIMS	+	12	+	23658				2	80	29500	22813	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	7	+	21500				+	26	+	20086			
MEDIA PLANNING	+	2	+	15250				+	12	+	20287			
REPORTING	+	+	+	+				1	16	16000	16355	*	*	*
PRODUCTION	+	4	+	26140				5	44	23040	24874	*	*	*
PUBLIC RELATIONS	+	2	+	19720				+	44	+	20000			
WRITING / EDITING	2	5	20500	22700	*	*	*	4	28	19975	20589	*	*	*
MARKETING														
ADVERTISING	4	6	20100	19067	*	*	*	4	31	20100	20474	*	*	*
BRAND/PRODUCT MANAGEMENT	1	13	29000	24645	*	*	*	2	109	24500	24319	*	*	*
BUYER/MERCHANDISING	6	55	26003	23580	*	*	*	7	196	25074	23447	*	*	*
DISTRIBUTION	+	2	+	25500				+	39	+	26459			
MARKET RESEARCH	1	6	37000	27483	*	*	*	6	60	31133	25273	*	*	*
PURCHASING	+	4	+	28500				+	27	+	27570			
SALES	5	144	23950	25757	*	*	*	23	796	24191	25314	30000	23000	20000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	1	5	21000	20600	*	*	*	1	26	21000	20328	*	*	*
FINANC,TAXA, MONETARY POL	1	17	20000	23123	*	*	*	3	66	24222	22909	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				+	10	+	21659			
LAW ENFORCEMENT	+	2	+	18530				1	37	22500	23362	*	*	*
MILITARY	+	2	+	24917				+	46	+	23646			
NATIONAL SECURITY	+	1	+	20000				+	8	+	20200			
URBAN / REGIONAL PLANNING	+	+	+	+				+	10	+	19183			
ENGINEERING														
BIOENGINEERING	+	+	+	+				4	6	24500	26333	*	*	*
DESIGN / CONSTRUCT	3	94	25955	30318	*	*	*	14	677	30076	30702	*	*	*
ENVIRONMENTAL/SANITATION	4	16	32633	29419	*	*	*	9	120	33506	30840	*	*	*
MANUFACTURING/INDUSTRIAL	15	137	33303	34314	*	*	*	42	789	32720	33890	35880	33520	30200
SYSTEMS / PROGRAMMING	2	34	29300	31754	*	*	*	8	182	33025	32263	*	*	*
POWER SYSTEMS	2	27	31500	32981	*	*	*	11	164	32486	33185	*	*	*
SOFTWARE DESIGN & DEVELOP	3	17	35667	32858	*	*	*	16	139	35246	32396	*	*	*
HARDWARE DESIGN & DEVELOP	4	33	34110	34675	*	*	*	10	155	33693	33517	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	5	32	$36676	$34964	*	*	*	25	252	$35444	$34165	$38500	$35400	$33420
TESTING	6	11	33650	32438	*	*	*	20	115	31907	30665	35500	33000	26000
PROCESS ENGINEERING	12	154	38013	37939	*	*	*	38	893	38023	37654	40400	37500	36000
PROJECT ENGINEERING	4	268	30675	33817	*	*	*	23	851	31355	34178	35500	32500	27000
OTHER ENGINEERING	27	195	33779	31991	$36600	$35000	$31200	111	1074	34068	32645	37800	34200	29000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	2	+	21000				+	22	+	24025			
INDUSTRIAL HYGIENE	+	+	+	+				+	3	+	23444			
MEDICAL TECHNOLOGY	1	1	12000	12000	*	*	*	4	32	18250	23649	*	*	*
NURSES / PERSONAL CARE	+	10	+	26500				1	85	35100	27884	*	*	*
OCCUPATIONAL THERAPY	+	+	+	+				+	21	+	29647			
PHARMACIST	+	1	+	44200				+	32	+	38650			
PHYSICAL THERAPY	+	+	+	+				+	11	+	26516			
RESPIRATORY THERAPY	+	+	+	+				+	4	+	33914			
OTHER HEALTH RELATED	1	6	16000	19250	*	*	*	1	63	16000	23580	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	1	2	32500	25250	*	*	*	6	21	23283	20649	*	*	*
COUNSELING	+	2	+	19500				2	47	15700	16977	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	2	+	20620			
SOCIAL WORK	1	6	16344	16937	*	*	*	2	41	16672	17369	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	8	64	30513	29905	*	*	*	26	454	31288	28886	35000	31500	27000
INFORMATION SYSTEMS	1	34	34400	30085	*	*	*	5	190	35780	29428	*	*	*
SYSTEMS ANALYSIS & DESIGN	+	28	+	31708				11	267	32956	30056	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	8	10	33113	32524	*	*	*	11	22	32082	31580	*	*	*
AGRICULTURE/NAT'L RESOURC	1	22	16300	23314	*	*	*	2	83	20150	21885	*	*	*
ARCHITECTURE	+	+	+	+				+	8	+	26238			
CONSULTING	14	78	29893	29774	*	*	*	29	346	29593	29144	34700	29000	26000
HUMAN RESRCS /INDUS RELS	4	7	28750	25771	*	*	*	8	72	24663	23623	*	*	*
MANAGEMENT TRAINEE	12	140	25848	23510	*	*	*	29	898	29920	22804	35700	31500	21700
MATH/STATISTICIANS	+	3	+	22584				1	24	20195	23554	*	*	*
PARALEGAL	1	2	25000	18750	*	*	*	3	10	22333	20450	*	*	*
RESEARCHERS NON-TECHNICAL	+	+	+	+				1	8	26000	23077	*	*	*
RESEARCHERS - TECHNICAL	+	4	+	33758				2	34	26100	28981	*	*	*
TEACHING	3	32	19167	20732	*	*	*	13	427	20461	20549	*	*	*
TOTALS	206	2162						704	13323					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

ECPO REGIONAL Report No. 4 MAY 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	1	23	$33500	$32298	*	*	*	4	184	$30875	$31324	*	*	*
MBA--NON-TECH	1	33	30000	35675	*	*	*	4	283	32629	35653	*	*	*
MBA--TECH	1	10	40000	43850	*	*	*	2	60	30500	39898	*	*	*
MS-BUSINESS	+	9	+	40400				+	25	+	42514			
ECONOMICS & FINANCE (BANK	1	63	28000	43954	*	*	*	2	147	27500	43562	*	*	*
HUMAN RESOURCES (INCL LAB	+	13	+	40231				+	36	+	37981			
MANAGEMENT INFORMATION SY	+	6	+	38587				+	20	+	35686			
MARKETING/MKTNG MGT (RESE	+	50	+	43302				1	100	36000	44661	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	+	+	+				+	8	+	29320			
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	16	+	23926			
ELEMENTARY EDUCATION	+	1	+	19000				+	28	+	24224			
PHYSICAL EDUCATION	+	1	+	16500				+	5	+	22900			
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	1	+	22500				+	10	+	23757			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	16650			
LETTERS	+	+	+	+				1	4	32500	23500	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				+	3	+	20408			
HUMANITIES - OTHER	+	+	+	+				+	4	+	31251			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	1	+	22145			
PSYCHOLOGY	+	1	+	24000				+	11	+	23592			
SOCIOLOGY	+	+	+	+				+	3	+	24267			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	13	+	30853			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	3	+	36672				+	11	+	35921			
AGRICULTURAL	+	2	+	28500				+	2	+	28500			
BIOENGINEERING & BIOMEDIC	+	1	+	35500				+	2	+	32750			
CHEMICAL	+	9	+	40369				5	53	39848	39988	*	*	*

continued

ECPO REGIONAL Report No. 4 MAY 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	+	9	+	$34270				1	79	$25500	$34904	*	*	*
COMPUTER	+	5	+	42330				1	7	35200	40921	*	*	*
ELECTRICAL/ELECTRONIC	1	18	$35000	39275	*	*	*	12	138	38057	38451	*	*	*
INDUSTRIAL	+	1	+	39000				4	22	37004	36502	*	*	*
MECHANICAL	+	9	+	39728				10	124	37154	38202	*	*	*
METALLURGICAL	+	2	+	39012				+	19	+	38013			
MINING & MINERAL	+	+	+	+				+	14	+	35007			
NUCLEAR	+	+	+	+				+	2	+	37800			
PETROLEUM	+	4	+	43400				+	30	+	43500			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	18000				+	4	+	20972			
HEALTH SCIENCES	+	1	+	26500				+	14	+	26250			
NURSING	+	+	+	+				+	1	+	49000			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	7	+	26671			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	1	+	28080			
BIOLOGICAL	+	+	+	+				+	3	+	22686			
CHEMISTRY	+	+	+	+				+	10	+	33412			
COMPUTER SCIENCE														
COMPUTER SCIENCE	4	10	37254	36381	*	*	*	11	101	39283	37419	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	5	+	39540				+	30	+	36917			
MATHEMATICS (INCL ACTUARI	+	2	+	28750				+	13	+	27977			
PHYSICS	+	+	+	+				+	3	+	27219			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	9	293						58	1660					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/5/91 THROUGH 5/6/91

CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	26	+	$47922				+	146	+	$44582			
MBA--TECH	+	14	+	48279				+	51	+	47900			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	70	+	49324				2	219	$46250	48390	*	*	*
MBA--TECH	+	43	+	50033				+	110	+	51878			
OVER 4 YEARS														
MBA--NON-TECH	+	43	+	50948				2	181	47000	48651	*	*	*
MBA--TECH	+	25	+	55297				+	89	+	52914			
TOTALS	+	221						4	796					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	1	+	$71500				2	11	$60000	$56736	*	*	*
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	7	+	37582			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	35000				+	2	+	32500			
FOREIGN LANGUAGES	+	+	+	+				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	7	+	45957			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	3	+	46027			
CHEMICAL	+	12	+	52333				1	54	54000	53038	*	*	*
CIVIL	+	+	+	+				+	6	+	41499			
COMPUTER	+	+	+	+				+	2	+	52250			
ELECTRICAL/ELECTRONIC	+	2	+	53750				2	13	60000	55798	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	1	+	56000				+	5	+	48033			
METALLURGICAL	+	3	+	52200				1	15	48000	48667	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	2	+	43000			
BIOLOGICAL	+	+	+	+				+	4	+	31138			
CHEMISTRY	+	2	+	50000				2	55	48000	48340	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	10	+	52184			
MATHEMATICS	+	+	+	+				+	6	+	38483			
PHYSICS	+	+	+	+				+	2	+	40000			
POLYMER	+	3	+	44133				+	5	+	47600			
TOTALS	+	25						8	213					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MAY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	27737 99 42000/24000	20000 1		22500 1					
BUSINESS ADMIN (INCL MGMT	27590 2							29250 4	
ECONOM & FINANCE (BANKING	27214 7			25000 6	31189 9			33667 3	
MANAGEMENT INFO SYSTEMS								30000 1	
MARKETING/MARK MGMT (RESR		17000 2			24000 1	20400 5	23000 1		
ADVERTISING		18450 2							
COMMUNICATIONS						22000 1			
JOURNALISM		20400 1							
VISUAL & PERFORMING ARTS		20000 1				22000 1			
POLITICAL SCIENCE/GOVT								25500 2	
PSYCHOLOGY				32000 1				25000 1	
SOCIAL SCIENCES-OTHER	28250 2		25000 1		30500 2			28750 2	
CHEMICAL								38300 1	36500 3
CIVIL							31200 1	27387 3	30931 7
COMPUTER							23000 1	25000 1	33900 1
ELECTRICAL/ELECTRONIC	310000 1				34000 1	36774 8	39260 2	31875 4	31800 1
INDUSTRIAL	300000 1							32000 2	
MECHANICAL	310000 1							31000 3	34000 1
ENGINEERING TECHNOLOGY								35000 1	
INDUSTRIAL TECHNOLOGY								29000 1	
COMPUTER SCIENCE	347000 1				40000 1	42000 1	35211 7	30000 4	
MATHEMATICS					34000 1		31000 1		

AVERAGE SALARY OFFERS MAY 1991 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	24000 1			27700 5					
BUSINESS ADMIN (INCL MGMT			21000 1	25000 1		23000 1			
ECONOM & FINANCE (BANKING	28000 2		25000 2	28333 3		22500 1	60000 1		
HUMAN RSRCS (incl LABOR R									20000 1
MANAGEMENT INFO SYSTEMS				27900 4		28800 2			
MARKETING/MARK MGMT (RESR	23500 2			24500 2		19186 5			
ADVERTISING						21500 1			
COMMUNICATIONS									15000 1
JOURNALISM									18000 2
MERCHANDISING MANAGEMENT						27500 2			
LETTERS (incl English, Li									21000 1
CRIMINAL JUSTICE					21500 3				
HISTORY						20000 1			
POLITICAL SCIENCE/GOVT									21700 1
PSYCHOLOGY						21000 1			
SOCIAL SCIENCES-OTHER				31500 1	25000 1	25000 1			
ELECTRICAL/ELECTRONIC	40000 1								
COMPUTER SCIENCE	33000 1			35000 2					
MATHEMATICS	30000 1			31455 11					

AVERAGE SALARY OFFERS MAY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING				23500 1			24667 1		
ECONOM & FINANCE (BANKING			20000 1	28800 2					
MARKETING/MARK MGMT (RESR			20000 1						
ELEMENTARY EDUCATION					21427 7				
PRE-ELEMENTARY EDUCATION					17000 1				
PHYSICAL EDUCATION					15000 1				
FOREIGN LANGUAGES							17000 1		
LETTERS (incl English, Li					26500 1				
VISUAL & PERFORMING ARTS					26500 1				
HUMANITIES - OTHER								17000 1	
HISTORY			20000 1						
POLITICAL SCIENCE/GOVT						21000 1			
SOCIOLOGY									16344 1
AEROSPACE & AERONAUTICAL						26252 1			
AGRICULTURAL						22500 2			
BIOENGINEERING & BIOMEDIC									17000 1
CHEMICAL		37500 1							
CIVIL						27332 1	33400 2		
ELECTRICAL/ELECTRONIC		39200 2		32936 10		26772 15	33000 1		
INDUSTRIAL				34500 2		26252 2			
MECHANICAL		33000 1		34282 10		30588 4			
NUCLEAR				34500 1		30140 2			
NATURAL RESOURCES						16300 1			

AVERAGE SALARY OFFERS MAY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
COMPUTER SCIENCE				35300 4		26040 1		30000 1	
HEALTH SCIENCES								17800 3	19600 1
NURSING								35100 1	
BIOLOGICAL		21750 2			16600 1				
MATHEMATICS						20195 1			

AVERAGE SALARY OFFERS MAY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BUSINESS ADMIN (INCL MGMT				22000 1					25333 3
ECONOM & FINANCE (BANKING				28000 1	26300 2				
MANAGEMENT INFO SYSTEMS							31000 1		30000 2
MARKETING/MARK MGMT (RESR							28020 1		
PHYSICAL EDUCATION	14400 1								
HUMAN ECOLOGY (HOME ECONO				32500 1					
PSYCHOLOGY									33000 1
SOCIOLOGY			18000 1						
SOCIAL SCIENCES-OTHER	21200 1		15700 2	19333 3					
AEROSPACE & AERONAUTICAL					34100 1		28800 1		35520 1
CHEMICAL									36501 20 39000/36000
ELECTRICAL/ELECTRONIC					33723 6		34530 2		36100 3
INDUSTRIAL							35880 1		35650 4
MECHANICAL					30966 10	33000 1	33435 14		35331 16
NUCLEAR							33320 1		
COMPUTER SCIENCE					34000 1				30500 1
BIOLOGICAL									30500 2
CHEMISTRY									28600 2
MATHEMATICS									32000 1

AVERAGE SALARY OFFERS MAY 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING		20950 2		30500 1					
BUSINESS ADMIN (INCL MGMT	34140 1	30000 1	25000 1					33000 1	
ECONOM & FINANCE (BANKING	28900 1	25333 3	23000 1	30400 1	29000 1				
HUMAN RSRCS (incl LABOR R	33000 1								
MANAGEMENT INFO SYSTEMS	30000 1	30000 1	21500 2						
MARKETING/MARK MGMT (RESR			21000 1						
COMMUNICATIONS			25000 1						
ELEMENTARY EDUCATION				30000 1					
SOCIAL SCIENCES-OTHER			37000 1						
AEROSPACE & AERONAUTICAL		34710 2						36500 1	
CHEMICAL	35750 2	38287 3	37500 1	37500 1			37000 1	38250 2	40030 14
CIVIL		31000 1	34200 1					20432 2	37033 3
COMPUTER	35200 1	37568 3							
ELECTRICAL/ELECTRONIC	35121 9	34260 27 40000/32496		35400 1	33840 2		33720 1	35500 1	40200 3
INDUSTRIAL			34000 1						
MECHANICAL	34388 4	33453 23 36000/32160		35360 5	33600 1			33500 1	33855 11
NUCLEAR		33500 1							
ENGINEERING TECHNOLOGY								30694 4	
INDUSTRIAL TECHNOLOGY		33500 1							
COMPUTER SCIENCE	34520 5	34607 14	30500 1						
MATHEMATICS	31088 2	34700 3							

AVERAGE SALARY OFFERS MAY 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING						28000 1	
ECONOM & FINANCE (BANKING						28167 3	31000 1
MANAGEMENT INFO SYSTEMS			41000 1				
MARKETING/MARK MGMT (RESR			25000 1				19900 2
MERCHANDISING MANAGEMENT					13500 1		
LETTERS (incl English, Li					26500 1		
HUMANITIES - OTHER							30000 1
CHEMICAL		36850 2	36250 2			37350 2	
ELECTRICAL/ELECTRONIC						35995 4	
MECHANICAL			37500 1			36353 3	
OTHER AGRICULTURAL SCIENC							24000 1
COMPUTER SCIENCE							32000 1
BIOLOGICAL			21000 1			22000 1	
MATHEMATICS	20000 1						

AVERAGE SALARY OFFERS MAY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	27710 110 42000/23500	18757 7	25000 1	25563 8	30475 12	20857 7	23000 1	29346 13	
BACHELOR - TECHNICAL	31675 4				36000 3	37355 9	34183 12	30698 20 38300/27000	32748 13

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	25400 5		23667 3	27538 16	22375 4	22769 15	60000 1		18950 6
BACHELOR - TECHNICAL	34333 3			32000 13					

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL			20000 3	27033 3	21363 11	21000 1	20834 2	17000 1	16344 1
BACHELOR - TECHNICAL		32067 6		33958 27 39200/32240	16600 1	26594 30 36500/22000	33267 3	23700 5	18300 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	17800 2		16467 3	23417 6	26300 2		29510 2		28167 6
BACHELOR - TECHNICAL					32228 18	33000 1	33429 19		35249 50 40800/31025

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	31510 4	25414 7	24857 7	30300 3	29000 1			33000 1	
BACHELOR - TECHNICAL	34570 23 38000/33500	34334 78 40000/32240	34050 4	35671 7	33760 3		35360 2	31422 11	37565 31 45000/33000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL			33000 2		20000 2	28125 4	
BACHELOR - TECHNICAL	20000 1	36850 2	32750 4			34974 10	

AVERAGE SALARY OFFERS MAY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH									
MBA--TECH	21000 1								

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH					34000 1			25717 1	
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									40800 1
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							30000 1
MBA--TECH						40000 1	

AVERAGE SALARY OFFERS MAY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	27555 99 35000/24000	25408 12							
BUSINESS ADMIN (INCL MGMT	27590 2	22000 2							30000 1
ECONOM & FINANCE (BANKING	26167 3	26500 7	31000 1				23000 1	17000 1	31306 17
MARKETING/MARK MGMT (RESR								24000 1	23500 2
SOCIAL SCIENCES-OTHER									30500 2
ELECTRICAL/ELECTRONIC								34000 1	
MATHEMATICS									28367 3

AVERAGE SALARY OFFERS MAY 1991 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ECONOM & FINANCE (BANKING			35000 1						
MARKETING/MARK MGMT (RESR		25000 1	24000 1				19000 1		
ADVERTISING							20000 1		16900 1
COMMUNICATIONS							15000 1		22000 1
JOURNALISM						16000 1			20000 1
LETTERS (incl English, Li									21000 1
VISUAL & PERFORMING ARTS							22000 1		
COMPUTER							39200 1		
MECHANICAL	37500 1								

AVERAGE SALARY OFFERS MAY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									24667 1
BUSINESS ADMIN (INCL MGMT							29570 2		28000 1
ECONOM & FINANCE (BANKING		29000 1					21500 2		20000 1
MANAGEMENT INFO SYSTEMS							26500 2		
MARKETING/MARK MGMT (RESR	15000 1		23760 2		20000 2		21325 10		
ADVERTISING			21500 1						
COMMUNICATIONS							25000 1		
JOURNALISM	20400 1								
ELEMENTARY EDUCATION							30000 1		
MERCHANDISING MANAGEMENT			27500 2						
LETTERS (incl English, Li			26500 1						
VISUAL & PERFORMING ARTS	20000 1								
HUMANITIES - OTHER							30000 1		
HISTORY		20000 1					20000 1		
POLITICAL SCIENCE/GOVT								21000 1	
SOCIAL SCIENCES-OTHER	25000 1		25000 1		37000 1				
CHEMICAL					37500 2				
COMPUTER							23000 1		
INDUSTRIAL					34800 1				
BIOLOGICAL							28000 1		
MATHEMATICS							32000 1		

AVERAGE SALARY OFFERS MAY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
CRIMINAL JUSTICE		22500 1							
AEROSPACE & AERONAUTICAL							35400 1		31410 2
BIOENGINEERING & BIOMEDIC						17000 1			
CHEMICAL								36750 2	35500 1
CIVIL							27575 7	32130 5	
ELECTRICAL/ELECTRONIC							32166 2		33572 9
INDUSTRIAL							26252 1		31670 3
MECHANICAL						37500 1	34020 3	32400 1	32952 26 37000/30360
ENGINEERING TECHNOLOGY								35000 1	
BIOLOGICAL						21750 2			22000 1

AVERAGE SALARY OFFERS MAY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	30000 1								
ECONOM & FINANCE (BANKING		30000 1							
MANAGEMENT INFO SYSTEMS									30000 1
AEROSPACE & AERONAUTICAL					34100 1		35520 1		31376 2
AGRICULTURAL									22500 2
CHEMICAL		35500 1			35645 5	37500 1	38184 35 43000/37000		37477 8
CIVIL			32400 1		36700 1				32067 6
COMPUTER	25000 1		37100 2						33900 1
ELECTRICAL/ELECTRONIC	36040 5	32116 7	37340 3	33978 5	35758 8	29700 7	35400 1	30080 12	34898 38 45000/31800
INDUSTRIAL									33040 3
MECHANICAL		33520 2	37510 1	33086 4	34604 5	32710 10	37500 1	32956 9	33929 36 37900/32000
NUCLEAR					34000 2	32825 2			27950 1
ENGINEERING TECHNOLOGY								32100 1	30225 3
INDUSTRIAL TECHNOLOGY	29000 1				33500 1				
COMPUTER SCIENCE			33950 6	34700 1	38250 2			31500 1	35240 10
MATHEMATICS			34700 3						

AVERAGE SALARY OFFERS MAY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
SOCIAL SCIENCES-OTHER									16000 1
HEALTH SCIENCES			18250 4						
NURSING				35100 1					

AVERAGE SALARY OFFERS MAY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION		COUNSELING		FUNDRAISING /		SOCIAL WORK		COMPUTER PROGR		INFORMATION SY		SYSTEMS ANALYS		ACTUARIAL		AGRICULTURE/NA	
ACCOUNTING									42000	1								
BUSINESS ADMIN (INCL MGMT	22000	1							25000	1								
ECONOM & FINANCE (BANKING	28000	1																
MANAGEMENT INFO SYSTEMS									26943	7	41000	1	30000	1				
HUMAN ECOLOGY (HOME ECONO	32500	1																
HUMANITIES - OTHER			17000	1														
SOCIOLOGY	18000	1					16344	1										
SOCIAL SCIENCES-OTHER	19600	2	14400	1			17000	1										
COMPUTER									34505	1								
ELECTRICAL/ELECTRONIC											34400	1	35000	1				
INDUSTRIAL									32200	1								
NATURAL RESOURCES																	16300	1
OTHER AGRICULTURAL SCIENC																	24000	1
COMPUTER SCIENCE									33833	12	34500	3	33058	9				
MATHEMATICS									28392	3					32082	11		

AVERAGE SALARY OFFERS MAY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING		HUMAN RESRCS /		MANAGEMENT TRA		MATH/STATISTIC	PARALEGAL		RESEARCHERS NO	RESEARCHERS -	TEACHING	
BUSINESS ADMIN (INCL MGMT		29000	3	25000	1	28000	2							
ECONOM & FINANCE (BANKING		30429	7			27357	7							
HUMAN RSRCS (incl LABOR R				26500	2									
MANAGEMENT INFO SYSTEMS		30000	1			30800	2							
MARKETING/MARK MGMT (RESR				12300	1	20840	2							
ELEMENTARY EDUCATION													21427	7
PRE-ELEMENTARY EDUCATION													17000	1
PHYSICAL EDUCATION													14700	2
MERCHANDISING MANAGEMENT						13500	1							
FOREIGN LANGUAGES				17000	1									
LETTERS (incl English, Li													26500	1
VISUAL & PERFORMING ARTS													26500	1
CRIMINAL JUSTICE									21000	2				
POLITICAL SCIENCE/GOVT		25500	2			21700	1							
PSYCHOLOGY		25000	1	33000	1	26500	2							
SOCIAL SCIENCES-OTHER		28500	4	24000	1	31500	1		25000	1				
CIVIL		26000	1											
ELECTRICAL/ELECTRONIC		31500	3			34650	2							
INDUSTRIAL		32500	2			37800	2							
MECHANICAL		30333	3			36043	7							
COMPUTER SCIENCE		30850	2											
BIOLOGICAL				33000	1							21000	1	16600 1
CHEMISTRY											26000	1 31200	1	

AVERAGE SALARY OFFERS MAY 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
MATHEMATICS					20195 1				

AVERAGE SALARY OFFERS — MAY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION — CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27516 104 35000/23500	25448 21 30500/21000	31000 1				23000 1	20500 2	30464 22 60000/25600
BACHELOR - TECHNICAL								34000 1	28367 3

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL		25000 1	29500 2			16000 1	19000 4		19975 4
BACHELOR - TECHNICAL	37500 1						39200 1		

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	20100 4	24500 2	25074 7		25667 3		23670 20 34140/19000	21000 1	24222 3
BACHELOR - TECHNICAL					36600 3		27667 3		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL		22500 1							
BACHELOR - TECHNICAL						24500 4	30076 14	33506 9	32720 42 37000/30200

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	30000 1	30000 1							
BACHELOR - TECHNICAL	33457 7	32735 10	35246 16	33693 10	35444 25 39200/33420	31907 20 37500/26000	38023 38 43000/36000	31355 23 38000/27000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL			18250 4	35100 1					

AVERAGE SALARY OFFERS MAY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION		COUNSELING		FUNDRAISING /		SOCIAL WORK		COMPUTER PROGR		INFORMATION SY		SYSTEMS ANALYS		ACTUARIAL		AGRICULTURE/NA	
BACHELOR - NON TECHNICAL	23283	6	15700	2			16672	2	28400	9	41000	1	30000	1				
BACHELOR - TECHNICAL									32816	17	34475	4	33252	10	32082	11	20150	2

CURRICULUM	ARCHITECTURE		CONSULTING		HUMAN RESRCS /		MANAGEMENT TRA		MATH/STATISTIC		PARALEGAL		RESEARCHERS NO		RESEARCHERS -		TEACHING	
BACHELOR - NON TECHNICAL			28889	18	23471	7	26138	18			22333	3					20783	12
BACHELOR - TECHNICAL			30745	11	33000	1	36109	11	20195	1			26000	1	26100	2	16600	1

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No.5 July 1991

EASTERN REGION (ECPO)

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY -Bernard M. Baruch
CUNY - Baruch College - Business & Public Administration
CUNY - City College
CUNY - Hunter College
Dartmouth College
Eastern Connecticut State University
Fordham University - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
The King's College
LeMoyne College
University of Maine-Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
Northeastern University
Pace University-New York City
Pace University-Westchester
Polytechnic University
Post College
Pratt Institute
Rensselaer Polytechnic University
Regis College
Rhode Island School of Design
University of Rhode Island
Roberts Wesleyan College
Rochester Institute of Technology
University of Rochester
University of Rochester-W.E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
Siena College
SUNY - Brockport
SUNY - Buffalo
SUNY - Cortland
SUNY - Geneseo
SUNY - Plattsburgh
SUNY - Purchase
Syracuse University
Tufts University
Union College
Vassar College
Wells College
Westminster College
Williams College
Worcester Polytechnic Institute

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Eastern** Region.

The data are based on salary offers made to students graduating between September 1, 1990 and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (May 6, 1991 through June 5, 1991) and cumulatively (September 1, 1990, through June 5,, 1991). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	12	611	$26425	$26364	*	*	*	125	2774	$27333	$26602	$31000	$28000	$23000
BUSINESS ADMIN (INCL MGMT	12	376	26686	23933	*	*	*	29	966	26950	23616	34140	25000	21000
DISTRIBUTION MANAGEMENT	+	4	+	29577				+	18	+	27495			
ECONOM & FINANCE (BANKING	60	441	29094	25890	$35000	$29000	$25000	111	1238	28850	25913	35000	28000	23000
HOTEL/RESTAURANT MGMT.	+	69	+	21100				+	118	+	21127			
HUMAN RSRCS (incl LABOR R	+	39	+	24238				2	93	26500	24066	*	*	*
MANAGEMENT INFO SYSTEMS	8	98	28688	29039	*	*	*	23	322	28857	28412	31000	30000	25000
MARKETING/MARK MGMT (RESR	17	346	24957	23718	*	*	*	41	1081	22757	23850	27500	23000	17680
REAL ESTATE	+	1	+	20000				+	7	+	20760			
COMMUNICATIONS														
ADVERTISING	+	9	+	24667				3	51	19467	21866	*	*	*
COMMUNICATIONS	2	65	23012	23155	*	*	*	5	193	21605	22067	*	*	*
JOURNALISM	+	30	+	22821				3	103	18800	20586	*	*	*
TELECOMMUN/BROADCASTING	1	13	20000	22200	*	*	*	1	52	20000	23388	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	1	56	20500	20015	*	*	*	9	273	22277	20054	*	*	*
PRE-ELEMENTARY EDUCATION	+	3	+	16167				1	30	17000	16599	*	*	*
PHYSICAL EDUCATION	+	4	+	19750				2	29	14700	19314	*	*	*
SPECIAL EDUCATION	+	10	+	20711				+	50	+	22424			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	11	+	21854				1	27	32500	21159	*	*	*
TEXTILES & CLOTHING	+	43	+	21250				+	82	+	21210			
MERCHANDISING MANAGEMENT	3	13	22333	21233	*	*	*	6	44	22583	21017	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	3	19	23008	21962	*	*	*	4	36	21506	21636	*	*	*
LETTERS (incl English, Li	14	44	22584	20966	*	*	*	17	112	22951	21490	*	*	*
VISUAL & PERFORMING ARTS	2	13	26386	18520	*	*	*	5	63	24254	19646	*	*	*
HUMANITIES - OTHER	4	35	27250	23977	*	*	*	6	81	26000	22806	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	18	+	23295				3	58	21500	21533	*	*	*
HISTORY	20	37	25710	25430	30000	25000	21000	22	68	25191	23465	30000	24500	21000
POLITICAL SCIENCE/GOVT	16	54	26622	24407	*	*	*	20	131	25982	23063	32000	25000	21000
PSYCHOLOGY	5	52	23400	21918	*	*	*	9	151	25333	20553	*	*	*
SOCIOLOGY	3	21	26833	22206	*	*	*	5	63	22969	20119	*	*	*
SOCIAL SCIENCES-OTHER	21	46	25757	22570	31500	25000	19000	38	127	25526	21536	34000	25000	17500
ENGINEERING														
AEROSPACE & AERONAUTICAL	2	21	31510	31568	*	*	*	9	123	32624	30434	*	*	*
AGRICULTURAL	+	5	+	30822				2	39	22500	30878	*	*	*
ARCHITECTURAL	+	10	+	32103				+	50	+	31193			
BIOENGINEERING & BIOMEDIC	1	3	35000	32867	*	*	*	2	9	26000	29567	*	*	*
CHEMICAL	19	376	37135	37591	*	*	*	73	1352	37528	37381	40380	37500	36000
CIVIL	16	264	30309	29902	*	*	*	36	829	30281	29666	35000	30200	27332
COMPUTER	+	70	+	33158				7	201	32829	32368	*	*	*
ELECTRICAL/ELECTRONIC	35	537	32844	33298	38500	33900	27332	123	1642	34025	33191	39200	34000	29500

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 5/6/91 THROUGH 6/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	2	+	$28000				+	6	+	$28983			
INDUSTRIAL	1	148	$28000	32199	*	*	*	14	414	$32570	32299	*	*	*
MECHANICAL	29	567	32000	33881	$37000	$32400	$27332	138	1893	33316	34007	$36500	$33500	$29500
METALLURGICAL	+	35	+	32473				+	151	+	33400			
MINING (INCL GEOLOGICAL)	+	9	+	32889				+	48	+	31504			
NUCLEAR	+	6	+	32733				5	21	32320	32447	*	*	*
PETROLEUM	+	27	+	40090				+	181	+	38972			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	+	47	+	34088				5	180	31555	29697	*	*	*
INDUSTRIAL TECHNOLOGY	5	17	33240	30004	*	*	*	7	35	32671	28645	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	2	19	24500	25019	*	*	*	2	74	24500	23145	*	*	*
ANIMAL SCIENCES	+	2	+	33500				+	29	+	22557			
PLANT SCIENCES	+	3	+	18467				+	15	+	20140			
NATURAL RESOURCES	+	2	+	19500				1	12	16300	20588	*	*	*
OTHER AGRICULTURAL SCIENC	+	10	+	22970				1	37	24000	24158	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	29	220	32166	31122	38000	32000	28000	75	762	33338	30680	38000	33700	28800
COMPUTER PROGRAMMING	+	16	+	26392				+	35	+	27216			
INFORMATION SCIENCES & SY	+	58	+	30187				+	200	+	29344			
SYSTEMS ANALYSIS	1	2	35700	33450	*	*	*	1	8	35700	27433	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	+	96	+	30809				+	155	+	29654			
HEALTH SCIENCES	+	9	+	22279				4	41	18250	20941	*	*	*
NURSING	+	161	+	32000				1	250	35100	30801	*	*	*
PHARMACY	+	28	+	39082				+	56	+	39439			
SCIENCES														
ACTUARIAL	+	20	+	33708				+	26	+	32309			
ARCHITECTURAL & ENVIRONME	+	2	+	36500				+	18	+	27578			
BIOLOGICAL	3	13	21000	24672	*	*	*	10	61	22710	21457	*	*	*
CHEMISTRY	1	29	37400	25951	*	*	*	3	80	31533	27108	*	*	*
GEOLOGY & GEOLOGICAL SCI	1	2	25000	30000	*	*	*	1	27	25000	28380	*	*	*
MATHEMATICS	10	66	29431	28995	*	*	*	32	162	30431	27978	35000	32000	24284
PHYSICS	+	6	+	27207				+	21	+	28530			
OTHER PHYSICAL & EARTH SC	+	2	+	32520				+	7	+	25084			
POLYMER SCIENCE	+	1	+	32600				+	3	+	34367			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	359	5492						1043	17694					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	6	407	$28467	$26828	*	*	*	110	2044	$27568	$27158	$31000	$28000	$23500
ACCOUNTING (PRIVATE)	18	239	26124	25752	*	*	*	39	775	25760	25180	30400	26000	21000
COMMERCIAL BANKING (CNSMR	+	46	+	21336				1	107	31000	21970	*	*	*
COMMERCIAL BANKING (LENDG	4	52	29125	23366	*	*	*	4	137	29125	23780	*	*	*
INVESTMT BANKING (CORP FN	11	20	32455	30614	*	*	*	11	43	32455	29041	*	*	*
INVESTMT BANKNG (M & A)	3	3	32000	32000	*	*	*	3	5	32000	30600	*	*	*
INVESTMT BANKG (REAL EST)	+	2	+	27500				1	6	23000	21750	*	*	*
INVESTMT BANKG (SALES & T	1	9	40000	27067	*	*	*	4	26	28750	24777	*	*	*
FINANCIAL/TREASURY ANALYS	25	128	29744	27735	$34000	$30000	$26000	50	404	29978	27443	35000	30000	25000
PORTFOLIO MGMT/BROKERAGE	8	23	28313	27209	*	*	*	9	50	29333	25137	*	*	*
UNDERWRITING	1	36	27000	24585	*	*	*	2	139	26000	24433	*	*	*
INSURANCE - CLAIMS	2	39	24500	22997	*	*	*	4	113	27000	22785	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	7	+	22323				+	32	+	20515			
MEDIA PLANNING	1	10	22000	18614	*	*	*	1	17	22000	20232	*	*	*
REPORTING	+	9	+	23400				1	22	16000	18422	*	*	*
PRODUCTION	1	15	20000	22816	*	*	*	6	55	22533	24295	*	*	*
PUBLIC RELATIONS	2	20	20000	21533	*	*	*	2	54	20000	20463	*	*	*
WRITING / EDITING	4	11	19625	21363	*	*	*	8	38	19800	20671	*	*	*
MARKETING														
ADVERTISING	3	17	21000	23224	*	*	*	7	43	20486	21360	*	*	*
BRAND/PRODUCT MANAGEMENT	2	27	31500	25951	*	*	*	4	125	28000	24443	*	*	*
BUYER/MERCHANDISING	2	122	22000	23710	*	*	*	9	303	24391	23517	*	*	*
DISTRIBUTION	+	10	+	25106				+	46	+	26051			
MARKET RESEARCH	3	25	28000	25942	*	*	*	9	77	30089	25448	*	*	*
PURCHASING	+	8	+	33440				+	32	+	27716			
SALES	25	350	27528	25667	31200	27200	23000	48	1080	25929	25372	31200	25000	21000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	1	7	24000	23423	*	*	*	2	32	22500	20765	*	*	*
FINANC,TAXA, MONETARY POL	4	16	20066	21026	*	*	*	7	80	21847	22655	*	*	*
ECONOMIC PROGRAMS	1	10	23000	21486	*	*	*	1	17	23000	21721	*	*	*
LAW ENFORCEMENT	+	25	+	23342				1	59	22500	23076	*	*	*
MILITARY	+	25	+	23440				+	55	+	23685			
NATIONAL SECURITY	+	1	+	27000				+	9	+	20956			
URBAN / REGIONAL PLANNING	+	2	+	19500				+	10	+	19183			
ENGINEERING														
BIOENGINEERING	+	3	+	30200				4	9	24500	27622	*	*	*
DESIGN / CONSTRUCT	11	281	31957	30892	*	*	*	24	877	31053	30766	36000	31500	27332
ENVIRONMENTAL/SANITATION	8	56	29855	31853	*	*	*	15	159	31466	30989	*	*	*
MANUFACTURING/INDUSTRIAL	17	264	34033	34018	*	*	*	54	980	33181	33930	36300	33850	30200
SYSTEMS / PROGRAMMING	3	74	34000	32300	*	*	*	11	241	33291	32238	*	*	*
POWER SYSTEMS	3	83	34620	33351	*	*	*	14	233	32944	33217	*	*	*
SOFTWARE DESIGN & DEVELOP	9	77	32411	33724	*	*	*	25	206	34225	32869	38000	34700	30000
HARDWARE DESIGN & DEVELOP	2	51	34850	34041	*	*	*	12	191	33886	33709	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	6	93	$35399	$34602	*	*	*	29	328	$35521	$34268	$39200	$35400	$31025
TESTING	4	38	30208	30612	*	*	*	21	145	32007	30692	34100	33000	27332
PROCESS ENGINEERING	15	267	38505	37737	*	*	*	53	1072	38159	37658	40380	37500	36500
PROJECT ENGINEERING	18	341	30223	34080	*	*	*	34	1113	31462	34092	35500	32500	27000
OTHER ENGINEERING	17	494	33544	33341	*	*	*	128	1480	33999	32821	38500	34188	29000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	7	+	19789				+	28	+	23074			
INDUSTRIAL HYGIENE	+	3	+	24233				+	5	+	24106			
MEDICAL TECHNOLOGY	+	14	+	27564				4	44	18250	24765	*	*	*
NURSES / PERSONAL CARE	+	160	+	31947				1	245	35100	30640	*	*	*
OCCUPATIONAL THERAPY	+	20	+	29412				+	38	+	29627			
PHARMACIST	+	28	+	39082				+	57	+	39213			
PHYSICAL THERAPY	+	20	+	31630				+	24	+	29532			
RESPIRATORY THERAPY	+	1	+	27600				+	5	+	32651			
OTHER HEALTH RELATED	3	62	21000	29176	*	*	*	4	123	19750	26394	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	1	14	21000	19138	*	*	*	7	34	22957	20069	*	*	*
COUNSELING	+	17	+	17866				2	62	15700	17107	*	*	*
FUNDRAISING / DEVELOPMENT	1	3	12500	18500	*	*	*	1	4	12500	17685	*	*	*
SOCIAL WORK	+	16	+	18278				2	55	16672	17470	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	5	151	27360	28899	*	*	*	31	576	30654	28799	35000	31000	25000
INFORMATION SYSTEMS	6	75	32917	30816	*	*	*	11	253	34218	29911	*	*	*
SYSTEMS ANALYSIS & DESIGN	9	95	33689	30889	*	*	*	20	344	33286	30178	37740	33000	30000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	3	29	31667	32700	*	*	*	14	50	31993	32220	*	*	*
AGRICULTURE/NAT'L RESOURC	+	13	+	20954				2	91	20150	21863	*	*	*
ARCHITECTURE	+	2	+	36500				+	10	+	28290			
CONSULTING	36	183	30097	29328	$35000	$30000	$26000	65	491	29872	29214	35000	30000	26000
HUMAN RESRCS /INDUS RELS	+	31	+	25484				8	95	24663	23651	*	*	*
MANAGEMENT TRAINEE	25	547	24663	22823	28000	24000	21000	54	1354	27486	22764	35400	26288	21000
MATH/STATISTICIANS	1	10	24528	23959	*	*	*	2	33	22362	23647	*	*	*
PARALEGAL	15	16	20687	21706	*	*	*	18	25	20961	20592	*	*	*
RESEARCHERS NON-TECHNICAL	+	6	+	21157				1	13	26000	22612	*	*	*
RESEARCHERS - TECHNICAL	+	17	+	27590				2	43	26100	28678	*	*	*
TEACHING	13	109	20113	20291	*	*	*	26	523	20287	20475	26500	20636	14472
TOTALS	359	5492						1043	17694					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

ECPO REGIONAL Report No. 5 JULY 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	57	+	$30961				4	239	$30875	$31257	*	*	*
MBA--NON-TECH	1	107	$34000	33959	*	*	*	5	362	32903	35225	*	*	*
MBA--TECH	+	20	+	38099				2	79	30500	39402	*	*	*
MS-BUSINESS	+	18	+	40982				+	39	+	42121			
ECONOMICS & FINANCE (BANK	1	88	32000	38966	*	*	*	3	235	29000	41841	*	*	*
HUMAN RESOURCES (INCL LAB	+	21	+	39090				+	53	+	38700			
MANAGEMENT INFORMATION SY	+	17	+	36666				+	33	+	35820			
MARKETING/MKTNG MGT (RESE	+	41	+	40678				1	141	36000	43503	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	2	+	34900				+	8	+	29320			
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	20000				+	16	+	23926			
ELEMENTARY EDUCATION	+	2	+	25500				+	29	+	24354			
PHYSICAL EDUCATION	+	2	+	24250				+	7	+	23286			
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	4	+	23784				+	14	+	23764			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	16650			
LETTERS	+	3	+	29394				1	7	32500	26026	*	*	*
VISUAL & PERFORMING ARTS	+	3	+	23967				+	5	+	22845			
HUMANITIES - OTHER	+	5	+	33968				+	9	+	32760			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	1	+	22145				+	1	+	22145			
PSYCHOLOGY	+	2	+	19500				+	12	+	23209			
SOCIOLOGY	+	+	+	+				+	3	+	24267			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	13	+	30853			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	4	+	35970				+	15	+	35934			
AGRICULTURAL	+	1	+	35400				+	3	+	30800			
BIOENGINEERING & BIOMEDIC	1	1	27950	27950	*	*	*	1	3	27950	31150	*	*	*
CHEMICAL	+	24	+	41462				5	68	39848	40352	*	*	*

continued

ECPO REGIONAL Report No. 5 JULY 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	1	39	$37440	$35077	*	*	*	2	112	$31470	$34912	*	*	*
COMPUTER	+	11	+	38264				1	18	35200	39297	*	*	*
ELECTRICAL/ELECTRONIC	+	55	+	39012				12	173	38057	38658	*	*	*
INDUSTRIAL	1	11	45000	38253	*	*	*	5	32	38603	36989	*	*	*
MECHANICAL	2	51	34276	36980	*	*	*	12	165	36675	37856	*	*	*
METALLURGICAL	+	5	+	37552				+	24	+	37917			
MINING & MINERAL	+	+	+	+				+	14	+	35007			
NUCLEAR	+	5	+	39048				+	7	+	38691			
PETROLEUM	+	4	+	47150				+	31	+	44097			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	5	+	34147				+	9	+	28291			
HEALTH SCIENCES	+	3	+	24240				+	17	+	25895			
NURSING	+	4	+	55500				+	4	+	55500			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	1	+	30000				+	7	+	26671			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	1	+	28080			
BIOLOGICAL	+	2	+	26000				+	5	+	24012			
CHEMISTRY	+	6	+	36657				+	13	+	34411			
COMPUTER SCIENCE														
COMPUTER SCIENCE	11	57	37347	38404	*	*	*	21	137	38616	37710	$42600	$39600	$32000
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	4	+	38755				+	34	+	37134			
MATHEMATICS (INCL ACTUARI	+	6	+	30334				+	18	+	29206			
PHYSICS	+	+	+	+				+	3	+	27219			
POLYMER	+	2	+	34980				+	2	+	34980			
TOTALS	18	695						75	2229					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	60	+	$41173				+	184	+	$44328			
MBA--TECH	+	26	+	49085				+	71	+	48762			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	97	+	48008				2	300	$46250	48622	*	*	*
MBA--TECH	+	58	+	53184				+	161	+	52801			
OVER 4 YEARS														
MBA--NON-TECH	2	264	$37000	52026	*	*	*	4	407	42000	50782	*	*	*
MBA--TECH	1	117	56000	54295	*	*	*	1	196	56000	53706	*	*	*
TOTALS	3	622						7	1319					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	16	+	$59894				2	26	$60000	$58458	*	*	*
ECONOMICS	1	2	$52500	43000	*	*	*	1	2	52500	43000	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	+	6	+	43417				+	11	+	40597			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	45000				+	3	+	36667			
FOREIGN LANGUAGES	+	+	+	+				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	4	+	38250				+	9	+	45078			
SOCIOLOGY	+	1	+	40000				+	1	+	40000			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	3	+	46027			
CHEMICAL	4	47	54910	53612	*	*	*	5	75	54728	53114	*	*	*
CIVIL	+	+	+	+				+	6	+	41499			
COMPUTER	1	3	70500	55833	*	*	*	1	5	70500	54400	*	*	*
ELECTRICAL/ELECTRONIC	+	17	+	56414				2	29	60000	56164	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	2	7	36901	44883	*	*	*	2	12	36901	46196	*	*	*
METALLURGICAL	+	5	+	51212				1	18	48000	47739	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	3	+	46183				+	4	+	43638			
BIOLOGICAL	+	2	+	33125				+	6	+	31800			
CHEMISTRY	1	15	48500	48665	*	*	*	3	66	48167	48608	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	1	+	46000				+	10	+	52184			
MATHEMATICS	+	+	+	+				+	6	+	38483			
PHYSICS	+	3	+	38100				+	5	+	38860			
POLYMER	+	1	+	52500				+	6	+	48417			
TOTALS	9	134						17	307					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS JULY 1991 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	27687 103 42000/24000	20000 1		22250 2				24000 1	
BUSINESS ADMIN (INCL MGMT	27590 2						50000 1	29250 4	
ECONOM & FINANCE (BANKING	27750 10			26389 9	31617 23 40000/30000		26500 1	30647 17	
MANAGEMENT INFO SYSTEMS							30000 1	26667 3	
MARKETING/MARK MGMT (RESR		18625 4			24000 1	20400 5	23000 1		
ADVERTISING		18450 2							
COMMUNICATIONS						22000 1			
JOURNALISM		20400 1							
TELECOMMUN/BROADCASTING						20000 1			
FOREIGN LANGUAGES								33000 1	
LETTERS (incl English, Li					34000 1				
VISUAL & PERFORMING ARTS		20000 1		32000 1		22000 1			
HUMANITIES - OTHER					40000 1				25000 1
HISTORY		23000 1			30000 3			29000 4	
POLITICAL SCIENCE/GOVT		22000 1		32000 1	30500 2		24252 2	28750 4	
PSYCHOLOGY				32000 1	32000 1			25000 1	
SOCIOLOGY					30500 1			27000 1	
SOCIAL SCIENCES-OTHER	30167 3	24000 1	25000 1		30111 9			29500 5	
AEROSPACE & AERONAUTICAL								29000 1	
CHEMICAL								38400 2	36500 4
CIVIL							31200 1	27387 3	30386 18
COMPUTER							23000 1	25000 1	33900 1
ELECTRICAL/ELECTRONIC	31000 1				33000 2	36774 8	39260 2	31875 4	31800 1

AVERAGE SALARY OFFERS JULY 1991 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22980 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
INDUSTRIAL	30000 1							30667 3	
MECHANICAL	31000 1							30833 6	34000 1
ENGINEERING TECHNOLOGY								35000 1	
INDUSTRIAL TECHNOLOGY								29000 1	
COMPUTER SCIENCE	33350 2				39000 2	36000 2	34248 10	30625 8	28000 1
GEOLOGY & GEOLOGICAL SCI								25000 1	
MATHEMATICS	31000 1				34500 2		31000 1	31125 4	

AVERAGE SALARY OFFERS JULY 1991 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE		HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE		LEGAL SVCS		MERCHANDISING		PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING	
ACCOUNTING	24000	1			27500	8								
BUSINESS ADMIN (INCL MGMT	35000	1		21000	1	26000	2			22167	6			
ECONOM & FINANCE (BANKING	28313	8		25000	2	27750	6			26000	2	60000	1		
HUMAN RSRCS (incl LABOR R														20000	1
MANAGEMENT INFO SYSTEMS	25000	1				28020	5			28800	2				
MARKETING/MARK MGMT (RESR	27333	3				24167	3			20793	10				
ADVERTISING										21500	1				
COMMUNICATIONS														15000	1
JOURNALISM														18000	2
MERCHANDISING MANAGEMENT										24400	5				
FOREIGN LANGUAGES							15000	1							
LETTERS (incl English, Li	30000	1					18233	3		21000	1			21000	1
HUMANITIES - OTHER						23000	1								
CRIMINAL JUSTICE							21500	3							
HISTORY	28000	1		30000	1		22175	4		22500	2			21000	2
POLITICAL SCIENCE/GOVT							21500	4		24500	2			21700	1
PSYCHOLOGY										22333	3				
SOCIOLOGY										23000	1				
SOCIAL SCIENCES-OTHER						28250	2	21633	3	25000	1			18250	2
BIOENGINEERING & BIOMEDIC	35000	1													
ELECTRICAL/ELECTRONIC	40000	1													
INDUSTRIAL TECHNOLOGY						27000	1								
COMPUTER SCIENCE	33000	1				32933	3								

AVERAGE SALARY OFFERS JULY 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MATHEMATICS	30000 1			31500 12					

AVERAGE SALARY OFFERS JULY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING				23500 1			24667 1		27300 1
BUSINESS ADMIN (INCL MGMT						17195 1		24440 1	26600 1
ECONOM & FINANCE (BANKING	26000 1		20000 1	28800 2		23862 2		24440 1	26000 1
MANAGEMENT INFO SYSTEMS				30000 1					
MARKETING/MARK MGMT (RESR	26075 1		20000 1						
COMMUNICATIONS				25000 1		21023 1			
ELEMENTARY EDUCATION					21311 8				
PRE-ELEMENTARY EDUCATION					17000 1				
PHYSICAL EDUCATION					15000 1				
FOREIGN LANGUAGES						21023 1	17000 1		
LETTERS (incl English, Li		18000 1			20493 4		24000 1		
VISUAL & PERFORMING ARTS					23636 2				
HUMANITIES - OTHER								17000 1	
HISTORY			20000 1		24000 1				
POLITICAL SCIENCE/GOVT					23443 1	21000 1			
PSYCHOLOGY					19500 2				
SOCIOLOGY									16344 1
SOCIAL SCIENCES-OTHER				31500 1	16000 2				
AEROSPACE & AERONAUTICAL						26252 1			
AGRICULTURAL						22500 2			
BIOENGINEERING & BIOMEDIC									17000 1
CHEMICAL		37500 1				24695 2			
CIVIL						27332 1	31133 3		

AVERAGE SALARY OFFERS JULY 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ELECTRICAL/ELECTRONIC		39200 2		34318 14		26772 15	33000 1		
INDUSTRIAL				34500 2		26252 2			
MECHANICAL		33000 1		34282 10		29185 10			
NUCLEAR				34500 1		30140 2			
NATURAL RESOURCES						16300 1			
COMPUTER SCIENCE				36100 5	23000 2	26040 1		30000 1	
HEALTH SCIENCES								17800 3	19600 1
NURSING								35100 1	
BIOLOGICAL		21750 2			18300 2				20000 1
MATHEMATICS					24284 1	22362 2	23000 1		

AVERAGE SALARY OFFERS JULY 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BUSINESS ADMIN (INCL MGMT				22000 1					25333 3
ECONOM & FINANCE (BANKING				28000 1	26300 2			28500 1	
MANAGEMENT INFO SYSTEMS							31000 1		30000 2
MARKETING/MARK MGMT (RESR							28020 1		
PHYSICAL EDUCATION	14400 1								
HUMAN ECOLO (HOME ECONO				32500 1					
LETTERS (incl English, Li				21000 1					
HUMANITIES - OTHER									21000 1
HISTORY			12500 1						
PSYCHOLOGY									33000 1
SOCIOLOGY			18000 1						
SOCIAL SCIENCES-OTHER	21200 1		16467 3	19333 3					
AEROSPACE & AERONAUTICAL					34100 1		28800 1		35520 1
CHEMICAL									36703 24 40080/36500
ELECTRICAL/ELECTRONIC					33723 6		34530 2		36100 3
INDUSTRIAL							35880 1		35650 4
MECHANICAL					31222 12	33000 1	33435 14	33500 1	35371 17
NUCLEAR							33320 1		
AGRIBUSINESS						24500 2			
COMPUTER SCIENCE					34000 1				30500 1
BIOLOGICAL									28000 3
CHEMISTRY									31533 3
MATHEMATICS									32000 1

AVERAGE SALARY OFFERS JULY 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	31000 1	22467 3		30500 1					
BUSINESS ADMIN (INCL MGMT	34140 1	30000 2	25000 1					33000 1	
ECONOM & FINANCE (BANKING	27133 3	26000 5	30000 2	30400 1	29000 1				
HUMAN RSRCS (incl LABOR R	33000 1								
MANAGEMENT INFO SYSTEMS	30000 1	30000 1	21500 2						34000 1
MARKETING/MARK MGMT (RESR		22000 1	26200 6						
COMMUNICATIONS			25000 1						
ELEMENTARY EDUCATION				30000 1					
LETTERS (incl English, Li		29000 1							
HISTORY			35000 1						
SOCIAL SCIENCES-OTHER			37000 1						
AEROSPACE & AERONAUTICAL		34480 3						36500 1	
CHEMICAL	35750 2	38287 3	37500 2	37500 2			37000 1	38000 3	40035 21 43000/39000
CIVIL		30725 4	34200 1					20432 2	37033 3
COMPUTER	35200 1	37568 3							
ELECTRICAL/ELECTRONIC	34983 12	34545 34 40000/32500		36450 2	33840 2		33720 1	36500 2	40200 3
INDUSTRIAL			34000 1						
MECHANICAL	34388 4	33125 32 36000/31200		36163 8	33600 1		29500 1	33500 1	34118 12
NUCLEAR		33500 1							
ENGINEERING TECHNOLOGY								30694 4	
INDUSTRIAL TECHNOLOGY		33500 1		34800 4					
COMPUTER SCIENCE	34050 16	34250 16	30500 1						34000 1
SYSTEMS ANALYSIS		35700 1							

AVERAGE SALARY OFFERS JULY 1991 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MATHEMATICS	31088	2	34700	3							

AVERAGE SALARY OFFERS JULY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING						28000 1	
ECONOM & FINANCE (BANKING	23000 1		26000 1			27194 5	31000 1
MANAGEMENT INFO SYSTEMS			41000 1			32000 1	
MARKETING/MARK MGMT (RESR			25000 1				22933 3
MERCHANDISING MANAGEMEN					13500 1		
LETTERS (incl English, Li			29000 1		26500 1		
HUMANITIES - OTHER							30000 1
POLITICAL SCIENCE/GOVT						40000 1	
CHEMICAL		36850 2	36250 2			37350 2	
ELECTRICAL/ELECTRONIC						36128 5	
MECHANICAL			33750 2			36353 3	
OTHER AGRICULTURAL SCIENC							24000 1
COMPUTER SCIENCE							32000 1
BIOLOGICAL			21000 1			22000 1	
MATHEMATICS	20000 1						

AVERAGE SALARY OFFERS JULY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	27754 118 42000/23500	20067 12	25000 1	27000 14	31183 42 40000/30000	20750 8	29667 6	29402 41 40000/25000	25000 1
BACHELOR - TECHNICAL	31617 6				35500 6	36619 10	33747 15	30742 35 38500/27000	31564 26 37000/28000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	28156 16		25250 4	27059 27 35000/24000	20767 18	22890 36 30600/20000	60000 1		19220 10
BACHELOR - TECHNICAL	34500 4			31488 16					

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	26038 2	18000 1	20000 3	27933 6	20463 22 27900/15000	21327 6	21889 3	21960 3	24061 4
BACHELOR - TECHNICAL		32067 6		34602 32 39300/32500	21377 5	26699 39 36500/22000	29880 5	23700 5	18867 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	17800 2		15980 5	23071 7	26300 2		29510 2	28500 1	27143 7
BACHELOR - TECHNICAL					32255 20 36000/29000	27333 3	33429 19	33500 1	35258 57 40800/31025

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	29934 7	26031 13	27300 14	30300 3	29000 1			33000 1	34000 1
BACHELOR - TECHNICAL	34352 37 38000/31500	34092 101 40000/31000	34740 5	36025 16	33760 3		33407 3	32357 13	37896 40 45000/33000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	23000 1		30250 4		20000 2	29497 8	
BACHELOR - TECHNICAL	20000 1	36850 2	32200 5			35127 11	

AVERAGE SALARY OFFERS JULY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH									
MBA--TECH	21000 1								

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH				34000 1					
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH					34000 1			25717 1	
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									40800 1
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							30000 1
MBA--TECH						40000 1	

AVERAGE SALARY OFFERS JULY 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	27566 102 35000/24000	25629 21 31000/22000							
BUSINESS ADMIN (INCL MGMT	27590 2	22000 2							27220 2
ECONOM & FINANCE (BANKING	27583 6	26424 14	31000 1	26250 2	31667 6	32000 3	23000 1	28500 2	30049 28 60000/25600
MARKETING/MARK MGMT (RESR		24500 1						24000 1	23500 2
LETTERS (incl English, Li					34000 1				
VISUAL & PERFORMING ARTS				32000 1					
HUMANITIES - OTHER					40000 1				
HISTORY									30000 3
POLITICAL SCIENCE/GOVT				32000 1	30500 1				30500 1
PSYCHOLOGY					32000 1				
SOCIOLOGY					30500 1				
SOCIAL SCIENCES-OTHER									31167 9
BIOENGINEERING & BIOMEDIC									35000 1
ELECTRICAL/ELECTRONIC								34000 1	
MATHEMATICS		28000 1							30025 4

AVERAGE SALARY OFFERS JULY 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT		27000 1							
ECONOM & FINANCE (BANKING	28300 5		30250 2						
MARKETING/MARK MGMT (RESR	35000 1	25000 1	23750 2				19000 1		
ADVERTISING							20000 1		16900 1
COMMUNICATIONS							15000 1	25000 1	22000 1
JOURNALISM						16000 1			20000 1
TELECOMMUN/BROADCASTING							20000 1		
FOREIGN LANGUAGES								15000 1	
LETTERS (incl English, Li									21000 1
VISUAL & PERFORMING ARTS							22000 1		
HISTORY	28000 1								21000 2
POLITICAL SCIENCE/GOVT					22000 1				
SOCIAL SCIENCES-OTHER	22000 1								18250 2
COMPUTER							39200 1		
MECHANICAL	37500 1								

AVERAGE SALARY OFFERS JULY 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									24667 1
BUSINESS ADMIN (INCL MGMT			22000 1				31380 3		22598 2
ECONOM & FINANCE (BANKING		29000 1			37000 1		23250 4		20512 2
MANAGEMENT INFO SYSTEMS							26500 2		
MARKETING/MARK MGMT (RESR	15500 2		23760 2		20000 2		23636 18		
ADVERTISING			21500 1						
COMMUNICATIONS							25000 1		21023 1
JOURNALISM	20400 1								
ELEMENTARY EDUCATION							30000 1		
MERCHANDISING MANAGEMENT			25667 3						
FOREIGN LANGUAGES									21023 1
LETTERS (incl English, Li			26500 1		23500 2		30000 1	24000 1	
VISUAL & PERFORMING ARTS	20000 1								
HUMANITIES - OTHER							24667 3		
HISTORY	23000 1	27500 2					25000 2		
POLITICAL SCIENCE/GOVT							29501 3	21000 1	
SOCIAL SCIENCES-OTHER	24500 2		25000 1		37000 1		25000 1		
CHEMICAL					2				
COMPUTER							23000 1		
INDUSTRIAL					34800 1				
MECHANICAL							31122 4		
AGRIBUSINESS							24500 2		
COMPUTER SCIENCE		28000 1							

AVERAGE SALARY OFFERS JULY 1991 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BIOLOGICAL							28000 1		
MATHEMATICS							32000 1		

AVERAGE SALARY OFFERS JULY 1991 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
CRIMINAL JUSTICE		22500 1							
AEROSPACE & AERONAUTICAL							35400 1		32280 3
BIOENGINEERING & BIOMEDIC						17000 1			
CHEMICAL								33607 3	35500 1
CIVIL							29363 13	30308 9	
ELECTRICAL/ELECTRONIC							34511 3		34086 11
INDUSTRIAL							26252 1		31670 3
MECHANICAL						37500 1	33060 6	31700 2	33169 31 37500/30360
ENGINEERING TECHNOLOGY								35000 1	
INDUSTRIAL TECHNOLOGY									34800 4
BIOLOGICAL						21750 2			22000 1
MATHEMATICS	23000 1								

AVERAGE SALARY OFFERS JULY 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	30000 1								
ECONOM & FINANCE (BANKING		30000 1							
MANAGEMENT INFO SYSTEMS									30000 1
AEROSPACE & AERONAUTICAL					34100 1		35520 1		31376 2
AGRICULTURAL									22500 2
CHEMICAL		35500 1			35954 6	37500 1	38326 48 43000/36780		36353 11
CIVIL			32400 1		36700 1			29279 4	31914 7
COMPUTER	25000 1		37100 2						33900 1
ELECTRICAL/ELECTRONIC	35367 6	33408 9	37340 3	34227 7	36140 9	30237 8	35400 1	30651 13	34998 44 45000/32500
INDUSTRIAL									33040 3
MECHANICAL		33520 2	37510 1	33086 4	33503 6	32710 10	37250 2	32703 15	33556 41 37900/31538
NUCLEAR					34000 2	32825 2			27950 1
ENGINEERING TECHNOLOGY								32100 1	30225 3
INDUSTRIAL TECHNOLOGY	29000 1				33500 1				
COMPUTER SCIENCE	35000 2	28000 1	33027 15	34700 1	38600 3			31500 1	35283 12
CHEMISTRY							37400 1		
MATHEMATICS			34700 3						

AVERAGE SALARY OFFERS JULY 1991 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
SOCIAL SCIENCES-OTHER									16000 1
HEALTH SCIENCES			18250 4						
NURSING				35100 1					
BIOLOGICAL									21000 3

AVERAGE SALARY OFFERS JULY 1991 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					42000 1				
BUSINESS ADMIN (INCL MGMT	22000 1				25000 1	30000 1	50000 1		
ECONOM & FINANCE (BANKING	28000 1								
MANAGEMENT INFO SYSTEMS					26360 10	34333 3	30625 4		
HUMAN ECOLOGY (HOME ECONO	32500 1								
FOREIGN LANGUAGES					33000 1				
LETTERS (incl English, Li	21000 1								
HUMANITIES - OTHER		17000 1							
HISTORY			12500 1						
SOCIOLOGY	18000 1			16344 1					
SOCIAL SCIENCES-OTHER	19600 2	14400 1		17000 1					
COMPUTER					34505 1				
ELECTRICAL/ELECTRONIC						34400 1	35000 1		
INDUSTRIAL					32200 1				
NATURAL RESOURCES									16300 1
OTHER AGRICULTURAL SCIENC									24000 1
COMPUTER SCIENCE					33446 13	34833 6	32502 13		
SYSTEMS ANALYSIS							35700 1		
MATHEMATICS					28392 3			31993 14	

AVERAGE SALARY OFFERS JULY 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BUSINESS ADMIN (INCL MGMT		29000 3	25000 1	24371 7					
ECONOM & FINANCE (BANKING		30357 21 40000/27000		27850 10					
HUMAN RSRCS (incl LABOR R			26500 2						
MANAGEMENT INFO SYSTEMS		30000 1		30800 2					
MARKETING/MARK MGMT (RESR			12300 1	22108 7					
ELEMENTARY EDUCATION									21311 8
PRE-ELEMENTARY EDUCATION		—							17000 1
PHYSICAL EDUCATION									14700 2
MERCHANDISING MANAGEMENT				19500 3					
FOREIGN LANGUAGES			17000 1						
LETTERS (incl English, Li				25000 2		18233 3			20493 4
VISUAL & PERFORMING ARTS									23636 2
HUMANITIES - OTHER				25000 1					
CRIMINAL JUSTICE						21000 2			
HISTORY		29333 3		26500 2		22175 4			24000 1
POLITICAL SCIENCE/GOVT		28750 4		23567 3		21500 4			23443 1
PSYCHOLOGY		25000 1	33000 1	24750 4					19500 2
SOCIOLOGY		27000 1				23000 1			
SOCIAL SCIENCES-OTHER		29750 8	24000 1	31500 1		20725 4			16000 2
AEROSPACE & AERONAUTICAL		29000 1							
CIVIL		26000 1							
ELECTRICAL/ELECTRONIC		31500 3		34400 3					
INDUSTRIAL		31000 3		37800 2					

AVERAGE SALARY OFFERS JULY 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
MECHANICAL		30000 5		36043 7					
INDUSTRIAL TECHNOLOGY		27000 1							
COMPUTER SCIENCE		30867 6							22000 1
BIOLOGICAL			33000 1					21000 1	16600 1
CHEMISTRY							2600 1	31200 1	
GEOLOGY & GEOLOGICAL SCI		25000 1							
MATHEMATICS		32250 2			22362 2				24284 1

AVERAGE SALARY OFFERS JULY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27568 110 35000/23500	25701 38 31000/21000	31000 1	29125 4	32455 11	32000 3	23000 1	27000 3	29862 45 60000/25600
BACHELOR - TECHNICAL		28000 1						34000 1	31020 5

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	28313 8	26000 2	27000 4		22000 1	16000 1	19200 5	20000 2	19800 8
BACHELOR - TECHNICAL	37500 1						39200 1		

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	20486 7	28000 3	24391 9		26833 6		25336 39 40000/20000	22500 2	21847 7
BACHELOR - TECHNICAL		28000 1			36600 3		28499 9		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL		22500 1							
BACHELOR - TECHNICAL	23000 1					24500 4	31053 24 39200/27332	31466 15	33181 54 37500/30200

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	30000 1	30000 1							
BACHELOR - TECHNICAL	33620 10	33170 13	34225 25 39520/30000	33886 12	35521 29 39300/31025	32007 21 37500/27332	38159 53 43000/36500	31462 34 38000/27000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL			18250 4	35100 1					

AVERAGE SALARY OFFERS JULY 1991 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	22957 7	15700 2	12500 1	16672 2	27969 13	33250 4	34500 5		
BACHELOR - TECHNICAL					32593 18	34771 7	32881 15	31993 14	20150 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		29702 42 40000/26000	23471 7	25075 42 35000/21000		20961 18			20199 23 27900/14472
BACHELOR - TECHNICAL		30183 23 35000/27000	33000 1	35925 12	22362 2		26000 1	26100 2	20961 3

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No.6 September 1991

EASTERN REGION (ECPO)

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY -Bernard M. Baruch
CUNY - Baruch College - Business & Public Administration
CUNY - City College
CUNY - Hunter College
Dartmouth College
Eastern Connecticut State University
Fordham University - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
The King's College
LeMoyne College
University of Maine-Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
Northeastern University
Pace University-New York City
Pace University-Westchester
Polytechnic University
Post College
Pratt Institute
Rensselaer Polytechnic University
Regis College
Rhode Island School of Design
University of Rhode Island
Roberts Wesleyan College
Rochester Institute of Technology
University of Rochester
University of Rochester-W.E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
Siena College
SUNY - Brockport
SUNY - Buffalo
SUNY - Cortland
SUNY - Geneseo
SUNY - Plattsburgh
SUNY - Purchase
Syracuse University
Tufts University
Union College
Vassar College
Wells College
Westminster College
Williams College
Worcester Polytechnic Institute

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Eastern** Region.

The data are based on salary offers made to students graduating between September 1, 1990 and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (June 5, 1991 through August 8, 1991) and cumulatively (September 1, 1990, through August 8,, 1991). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/5/91 THROUGH 8/9/91

CUMULATIVE PERIOD 9/1/91 THROUGH 8/9/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	63	834	$28639	$26777	$33000	$30500	$22500	188	3608	$27771	$26642	$32000	$28000	$23000
BUSINESS ADMIN (INCL MGMT	13	572	24994	24700	*	*	*	42	1538	26345	24019	32000	25500	21000
DISTRIBUTION MANAGEMENT	1	10	19800	26335	*	*	*	1	28	19800	27081	*	*	*
ECONOM & FINANCE (BANKING	39	482	26334	25575	31512	28000	19500	150	1720	28196	25819	34000	28000	21023
HOTEL/RESTAURANT MGMT.	+	31	+	21577				+	149	+	21220			
HUMAN RSRCS (incl LABOR R	1	31	15600	23052	*	*	*	3	124	22867	23812	*	*	*
MANAGEMENT INFO SYSTEMS	6	97	27700	27656	*	*	*	29	419	28617	28237	31000	30000	25000
MARKETING/MARK MGMT (RESR	10	393	22970	23330	*	*	*	51	1473	22799	23713	28020	23500	17680
REAL ESTATE	+	5	+	23000				+	12	+	21693			
COMMUNICATIONS														
ADVERTISING	+	38	+	20985				3	89	19467	21490	*	*	*
COMMUNICATIONS	4	116	21000	21495	*	*	*	9	309	21336	21852	*	*	*
JOURNALISM	+	44	+	18031				3	147	18800	19821	*	*	*
TELECOMMUN/BROADCASTING	+	19	+	19400				1	71	20000	22321	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	13	238	20296	18733	*	*	*	22	511	21106	19439	25406	22000	16000
PRE-ELEMENTARY EDUCATION	+	11	+	17063				1	41	17000	16724	*	*	*
PHYSICAL EDUCATION	+	17	+	21540				2	46	14700	20137	*	*	*
SPECIAL EDUCATION	+	41	+	20454				+	91	+	21536			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	5	+	17762				1	32	32500	20628	*	*	*
TEXTILES & CLOTHING	+	33	+	20269				+	115	+	20940			
MERCHANDISING MANAGEMENT	+	5	+	20532				6	49	22583	20967	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	5	33	20520	21405	*	*	*	9	69	20958	21526	*	*	*
LETTERS (incl English, Li	11	97	22154	22444	*	*	*	28	208	22638	21937	29000	21500	17000
VISUAL & PERFORMING ARTS	6	42	20067	20315	*	*	*	11	105	21970	19913	*	*	*
HUMANITIES - OTHER	4	39	19375	25081	*	*	*	10	119	23350	23567	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	20	+	24446				3	76	21500	22280	*	*	*
HISTORY	5	48	27900	23408	*	*	*	27	116	25693	23441	30000	25000	20000
POLITICAL SCIENCE/GOVT	13	87	23546	23537	*	*	*	33	218	25023	23252	30500	24000	21000
PSYCHOLOGY	6	81	22133	20519	*	*	*	15	232	24053	20541	*	*	*
SOCIOLOGY	1	31	37294	21065	*	*	*	6	94	25356	20431	*	*	*
SOCIAL SCIENCES-OTHER	6	50	22950	20966	*	*	*	44	177	25175	21375	31500	24500	18000
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	45	+	31302				9	168	32624	30667	*	*	*
AGRICULTURAL	1	6	22067	26161	*	*	*	3	45	22356	30249	*	*	*
ARCHITECTURAL	1	17	25000	28049	*	*	*	1	67	25000	30396	*	*	*
BIOENGINEERING & BIOMEDIC	+	2	+	34100				2	11	26000	30391	*	*	*
CHEMICAL	23	303	35451	37989	38000	37000	33000	96	1655	37031	37492	40300	37500	34200
CIVIL	14	257	30304	29634	*	*	*	50	1086	30287	29658	35412	30014	26600
COMPUTER	1	42	33500	31860	*	*	*	8	243	32913	32280	*	*	*
ELECTRICAL/ELECTRONIC	27	501	34202	33191	38000	34000	31720	150	2141	34056	33190	39200	34000	29892

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/5/91 THROUGH 8/9/91

CUMULATIVE PERIOD 9/1/91 THROUGH 8/9/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	1	5	$26000	$25317	*	*	*	1	11	$26000	$27317	*	*	*
INDUSTRIAL	4	131	34275	31597	*	*	*	18	545	32949	32131	*	*	*
MECHANICAL	42	538	32399	33971	$37000	$34050	$27332	180	2431	33102	33999	$37000	$33500	$27600
METALLURGICAL	+	26	+	32810				+	177	+	33314			
MINING (INCL GEOLOGICAL)	+	29	+	32126				+	77	+	31738			
NUCLEAR	1	12	36000	31699	*	*	*	6	33	32933	32175	*	*	*
PETROLEUM	+	17	+	37924				+	198	+	38882			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	1	174	33000	30513	*	*	*	6	354	31796	30098	*	*	*
INDUSTRIAL TECHNOLOGY	1	41	31600	28197	*	*	*	8	76	32538	28403	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	36	+	24387				2	110	24500	23552	*	*	*
ANIMAL SCIENCES	+	9	+	19578				+	38	+	21851			
PLANT SCIENCES	+	9	+	23659				+	24	+	21459			
NATURAL RESOURCES	1	8	27000	22472	*	*	*	2	20	21650	21342	*	*	*
OTHER AGRICULTURAL SCIENC	1	18	13958	22742	*	*	*	2	55	18979	23694	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	18	331	32494	30732	*	*	*	93	1093	33174	30696	38500	33500	28000
COMPUTER PROGRAMMING	+	6	+	26500				+	41	+	27111			
INFORMATION SCIENCES & SY	2	22	34000	28066	*	*	*	2	222	34000	29218	*	*	*
SYSTEMS ANALYSIS	3	9	29667	27599	*	*	*	4	17	31175	27521	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	+	22	+	27957				+	177	+	29443			
HEALTH SCIENCES	1	9	25500	26056	*	*	*	5	50	19700	21861	*	*	*
NURSING	2	142	33126	27476	*	*	*	3	392	33784	29596	*	*	*
PHARMACY	9	68	45556	39611	*	*	*	9	124	45556	39533	*	*	*
SCIENCES														
ACTUARIAL	+	10	+	29008				+	36	+	31392			
ARCHITECTURAL & ENVIRONME	+	11	+	23464				+	29	+	26017			
BIOLOGICAL	+	29	+	22887				10	90	22710	21917	*	*	*
CHEMISTRY	2	24	27500	25927	*	*	*	5	104	29920	26836	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	6	+	28837				1	33	25000	28463	*	*	*
MATHEMATICS	10	87	29553	26238	*	*	*	42	249	30222	27370	35000	31500	24284
PHYSICS	16	29	32299	29732	*	*	*	16	50	32299	29227	*	*	*
OTHER PHYSICAL & EARTH SC	1	9	21000	23406	*	*	*	1	16	21000	24140	*	*	*
POLYMER SCIENCE	+	+	+	+				+	3	+	34367			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	390	6590						1433	24279					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	51	653	$29953	$27522	$34000	$30500	$25500	161	2697	$28323	$27246	$32000	$28000	$24000
ACCOUNTING (PRIVATE)	11	226	22591	24600	*	*	*	50	1001	25063	25049	30000	25000	20000
COMMERCIAL BANKING (CNSMR	2	58	23000	23217	*	*	*	3	165	25667	22408	*	*	*
COMMERCIAL BANKING (LENDG	+	65	+	23338				4	202	29125	23638	*	*	*
INVESTMT BANKING (CORP FN	7	25	30014	29594	*	*	*	18	68	31506	29245	*	*	*
INVESTMT BANKNG (M & A)	1	3	30500	24980	*	*	*	4	8	31625	28493	*	*	*
INVESTMT BANKG (REAL EST)	+	6	+	23107				1	12	23000	22428	*	*	*
INVESTMT BANKG (SALES & T	1	20	19500	23612	*	*	*	5	46	26900	24270	*	*	*
FINANCIAL/TREASURY ANALYS	9	140	24433	26439	*	*	*	59	544	29132	27184	34000	30000	23400
PORTFOLIO MGMT/BROKERAGE	2	15	32000	23987	*	*	*	11	65	29818	24872	*	*	*
UNDERWRITING	1	61	26000	25246	*	*	*	3	200	26000	24681	*	*	*
INSURANCE - CLAIMS	4	66	25780	23773	*	*	*	8	179	26390	23149	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	22	+	21951				+	54	+	21100			
MEDIA PLANNING	2	13	22500	22155	*	*	*	3	30	22333	21065	*	*	*
REPORTING	1	10	20000	15600	*	*	*	2	32	18000	17540	*	*	*
PRODUCTION	+	43	+	29100				6	98	22533	26403	*	*	*
PUBLIC RELATIONS	2	32	34250	21669	*	*	*	4	86	27125	20912	*	*	*
WRITING / EDITING	4	25	22125	20773	*	*	*	12	63	20575	20711	*	*	*
MARKETING														
ADVERTISING	+	23	+	19795				7	66	20486	20815	*	*	*
BRAND/PRODUCT MANAGEMENT	4	56	3066	25978	*	*	*	8	181	27033	24918	*	*	*
BUYER/MERCHANDISING	5	76	26000	23642	*	*	*	14	379	24966	23542	*	*	*
DISTRIBUTION	1	26	20800	23575	*	*	*	1	72	20800	25157	*	*	*
MARKET RESEARCH	7	29	21729	22966	*	*	*	16	106	26431	24769	*	*	*
PURCHASING	+	30	+	27757				+	62	+	27736			
SALES	21	490	23867	24838	27000	25000	18200	69	1570	25301	25205	30288	25000	20000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	1	16	10800	23365	*	*	*	3	48	18600	21632	*	*	*
FINANC,TAXA, MONETARY POL	3	35	25674	23906	*	*	*	10	115	22995	23036	*	*	*
ECONOMIC PROGRAMS	3	12	20167	21793	*	*	*	4	29	20875	21751	*	*	*
LAW ENFORCEMENT	+	22	+	23995				1	81	22500	23325	*	*	*
MILITARY	3	27	25000	25370	*	*	*	3	82	25000	24240	*	*	*
NATIONAL SECURITY	2	4	23500	23950	*	*	*	2	13	23500	21877	*	*	*
URBAN / REGIONAL PLANNING	+	19	+	26008				+	29	+	23655			
ENGINEERING														
BIOENGINEERING	+	18	+	38784				4	27	24500	35064	*	*	*
DESIGN / CONSTRUCT	13	362	30048	31586	*	*	*	37	1239	30700	31005	36000	30500	26252
ENVIRONMENTAL/SANITATION	7	58	30713	30002	*	*	*	22	217	31227	30725	36000	31250	27322
MANUFACTURING/INDUSTRIAL	18	246	34673	32936	*	*	*	72	1226	33554	33731	36500	34020	30360
SYSTEMS / PROGRAMMING	5	82	35640	32731	*	*	*	16	323	34025	32363	*	*	*
POWER SYSTEMS	3	73	35167	33273	*	*	*	17	304	33336	33228	*	*	*
SOFTWARE DESIGN & DEVELOP	4	95	34375	32293	*	*	*	29	301	34246	32687	39000	34700	30000
HARDWARE DESIGN & DEVELOP	2	64	32500	35397	*	*	*	14	255	33688	34133	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	7	78	$33157	$34533	*	*	*	36	406	$35061	$34319	$39200	$35851	$30000
TESTING	1	57	16000	31390	*	*	*	22	202	31279	30889	34100	33000	26000
PROCESS ENGINEERING	12	187	36533	37666	*	*	*	65	1259	37859	37659	40320	37500	36000
PROJECT ENGINEERING	9	265	33278	33406	*	*	*	43	1378	31842	33960	36500	32500	27000
OTHER ENGINEERING	52	502	32412	32941	$37500	$33450	$27332	180	1982	33540	32851	38000	34051	27600
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	8	+	25769				+	36	+	23673			
INDUSTRIAL HYGIENE	+	5	+	34000				+	10	+	29053			
MEDICAL TECHNOLOGY	+	12	+	25337				4	56	18250	24888	*	*	*
NURSES / PERSONAL CARE	2	141	33126	27482	*	*	*	3	386	33784	29486	*	*	*
OCCUPATIONAL THERAPY	+	1	+	16500				+	39	+	29291			
PHARMACIST	9	68	45556	39537	*	*	*	9	125	45556	39389	*	*	*
PHYSICAL THERAPY	+	11	+	30987				+	35	+	29990			
RESPIRATORY THERAPY	+	+	+	+				+	5	+	32651			
OTHER HEALTH RELATED	1	14	25000	20119	*	*	*	5	137	20800	25753	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	1	11	29500	21636	*	*	*	8	45	23775	20452	*	*	*
COUNSELING	6	38	23917	17831	*	*	*	8	100	21863	17382	*	*	*
FUNDRAISING / DEVELOPMENT	1	7	25500	21071	*	*	*	2	11	19000	19840	*	*	*
SOCIAL WORK	2	25	14750	17422	*	*	*	4	80	15711	17455	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	12	208	28008	28658	*	*	*	43	784	29916	28762	34505	30000	25000
INFORMATION SYSTEMS	3	103	35000	29322	*	*	*	14	356	34386	29740	*	*	*
SYSTEMS ANALYSIS & DESIGN	7	144	30571	31073	*	*	*	27	488	32582	30442	37740	32500	28500
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	3	20	35000	30605	*	*	*	17	70	32524	31759	*	*	*
AGRICULTURE/NAT'L RESOURC	2	34	20479	20594	*	*	*	4	125	20315	21518	*	*	*
ARCHITECTURE	+	9	+	23200				+	19	+	25879			
CONSULTING	6	132	31750	28237	*	*	*	71	623	30031	29007	35000	30000	26000
HUMAN RESRCS /INDUS RELS	+	36	+	23215				8	131	24663	23531	*	*	*
MANAGEMENT TRAINEE	20	610	26340	22633	32000	28000	18000	74	1961	27176	22726	35400	26288	21000
MATH/STATISTICIANS	3	27	29607	25778	*	*	*	5	60	26709	24606	*	*	*
PARALEGAL	10	23	21250	21967	*	*	*	28	48	21064	21251	25000	21250	18000
RESEARCHERS NON-TECHNICAL	+	12	+	22016				1	25	26000	22326	*	*	*
RESEARCHERS - TECHNICAL	+	24	+	24757				2	67	26100	27274	*	*	*
TEACHING	21	432	21035	19484	24666	22000	16000	47	955	20621	20027	26000	22000	14472
TOTALS	390	6590						1433	24279					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

ECPO REGIONAL Report No. 6 SEPTEMBER 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	54	+	$29840				4	293	$30875	$30996	*	*	*
MBA--NON-TECH	14	198	$38871	35269	*	*	*	19	560	37301	35241	*	*	*
MBA--TECH	7	46	36989	37174	*	*	*	9	125	35547	38582	*	*	*
MS-BUSINESS	2	10	39250	31956	*	*	*	2	49	39250	40047	*	*	*
ECONOMICS & FINANCE (BANK	+	14	+	35174				3	249	29000	41466	*	*	*
HUMAN RESOURCES (INCL LAB	+	3	+	36333				+	56	+	38573			
MANAGEMENT INFORMATION SY	2	4	35250	38875	*	*	*	2	37	35250	36150	*	*	*
MARKETING/MKTNG MGT (RESE	+	7	+	36718				1	148	36000	43182	*	*	*
COMMUNICATIONS														
ADVERTISING	+	1	+	23000				+	5	+	31200			
COMMUNICATIONS	+	3	+	19067				+	11	+	26524			
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	30338				+	17	+	24303			
ELEMENTARY EDUCATION	+	9	+	21410				+	38	+	23657			
PHYSICAL EDUCATION	+	+	+	+				+	7	+	23286			
READING EDUCATION	+	3	+	23167				+	4	+	25611			
SPECIAL EDUCATION	+	6	+	25021				+	20	+	24141			
HUMANITIES														
FOREIGN LANGUAGES	+	2	+	38305				+	4	+	27477			
LETTERS	+	1	+	24000				1	8	32500	25773	*	*	*
VISUAL & PERFORMING ARTS	+	2	+	31900				+	7	+	25432			
HUMANITIES - OTHER	+	+	+	+				+	9	+	32760			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	3	+	27333				+	4	+	26036			
PSYCHOLOGY	+	4	+	25000				+	16	+	23657			
SOCIOLOGY	+	1	+	28000				+	4	+	25200			
SOCIAL SCIENCES - OTHER	+	3	+	35800				+	16	+	31780			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	9	+	36629				+	24	+	36195			
AGRICULTURAL	+	1	+	36500				+	4	+	32225			
BIOENGINEERING & BIOMEDIC	+	1	+	35500				1	4	27950	32238	*	*	*
CHEMICAL	+	27	+	40721				5	95	39848	40457	*	*	*

continued

ECPO REGIONAL Report No. 6 SEPTEMBER 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	+	22	+	$32710				2	134	$31470	$34551	*	*	*
COMPUTER	+	4	+	34075				1	22	35200	38348	*	*	*
ELECTRICAL/ELECTRONIC	3	94	$37767	39072	*	*	*	15	267	37999	38804	*	*	*
INDUSTRIAL	1	24	39000	34963	*	*	*	6	56	38669	36121	*	*	*
MECHANICAL	2	48	38910	39002	*	*	*	14	213	36994	38114	*	*	*
METALLURGICAL	+	15	+	41005				+	39	+	39105			
MINING & MINERAL	+	+	+	+				+	14	+	35007			
NUCLEAR	+	3	+	36675				+	10	+	38086			
PETROLEUM	+	7	+	41443				+	38	+	43608			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	4	+	29250				+	13	+	28586			
HEALTH SCIENCES	+	6	+	25917				+	23	+	25901			
NURSING	+	1	+	23000				+	5	+	49000			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	35810				+	9	+	28702			
ARCHITECTURAL & ENVIRONME	+	2	+	25150				+	3	+	26127			
BIOLOGICAL	+	4	+	20350				+	9	+	22384			
CHEMISTRY	+	5	+	31403				+	18	+	33575			
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	23	42000	38990	*	*	*	22	160	38770	37894	$42600	$39800	$32000
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	18	+	36239				+	52	+	36824			
MATHEMATICS (INCL ACTUARI	+	16	+	31023				+	34	+	30061			
PHYSICS	2	5	38000	40000	*	*	*	2	8	38000	35207	*	*	*
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	34	716						109	2945					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	14	95	$42286	$40066	*	*	*	14	279	$42286	$42877	*	*	*
MBA--TECH	2	31	43250	39415	*	*	*	2	102	43250	45921	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	28	159	48066	44642	$52100	$47500	$42000	30	459	47945	47243	$55000	$47500	$42000
MBA--TECH	11	62	46582	46447	*	*	*	11	223	46582	51034	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	16	196	49003	49644	*	*	*	20	603	47602	50412	60000	46000	36000
MBA--TECH	10	83	53870	55430	*	*	*	11	279	54064	54219	*	*	*
TOTALS	81	626						88	1945					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	2	9	$60000	$57844	*	*	*	4	35	$60000	$58300	*	*	*
ECONOMICS	+	+	+	+				1	2	52500	43000	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	+	14	+	46280				+	25	+	43780			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	2	+	54000				+	5	+	43600			
FOREIGN LANGUAGES	+	+	+	+				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	2	+	30400				+	11	+	42409			
SOCIOLOGY	+	1	+	40000				+	2	+	40000			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	7	+	55171				+	10	+	52428			
CHEMICAL	1	27	50000	52654	*	*	*	6	102	53940	52992	*	*	*
CIVIL	+	4	+	45400				+	10	+	43060			
COMPUTER	+	5	+	58768				1	10	70500	56584	*	*	*
ELECTRICAL/ELECTRONIC	+	15	+	51613				2	44	60000	54612	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	1	4	45995	48879	*	*	*	3	16	39932	46866	*	*	*
METALLURGICAL	1	3	52000	52773	*	*	*	2	21	50000	49315	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	4	+	43638			
BIOLOGICAL	+	+	+	+				+	6	+	31800			
CHEMISTRY	1	18	48000	45356	*	*	*	4	84	48125	47911	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	11	+	44588				+	21	+	48205			
MATHEMATICS	+	7	+	43429				+	13	+	41146			
PHYSICS	1	3	50000	41667	*	*	*	1	8	50000	39913	*	*	*
POLYMER	+	3	+	49167				+	9	+	48667			
TOTALS	7	135						24	442					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	25909 229 32500/22200			28683 6		32333 3	22525 4	30200 2	
BUSINESS ADMIN (INCL MGMT	27656 18			22000 7	40000 1	31080 2	31700 2	30714 7	25000 1
ECONOM & FINANCE (BANKING	26711 18			23846 11	29700 5	24800 2	25500 2	30600 5	
HUMAN RSRCS (incl LABOR R					19200 2		14000 1		
MANAGEMENT INFO SYSTEMS	30000 1			26498 2	30000 1		29400 2	32500 2	
MARKETING/MARK MGMT (RESR		21500 2		24000 2		18500 2	25180 5	28500 2	28000 1
ADVERTISING		24000 1							
COMMUNICATIONS				22530 2	30000 1	30500 2	20000 2		
JOURNALISM				24000 1		17500 2			
TELECOMMUN/BROADCASTING								19000 1	
LETTERS (incl English, Li		25000 1		24000 1					
VISUAL & PERFORMING ARTS		24000 1							
HUMANITIES - OTHER								18200 1	
HISTORY				21000 1					
POLITICAL SCIENCE/GOVT				21667 3	16800 1	10000 1		21600 1	
PSYCHOLOGY	28000 1					14400 1		20400 1	
AEROSPACE & AERONAUTICAL								36000 1	36400 1
AGRICULTURAL								32375 4	32400 1
ARCHITECTURAL			24333 3						26500 1
CHEMICAL								36000 1	36000 1
CIVIL			36000 1					33400 5	34293 17
COMPUTER						36750 2	32000 1		
ELECTRICAL/ELECTRONIC			34000 1			31700 1	37000 6	27557 3	31971 7

AVERAGE SALARY OFFERS — SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT — Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER — CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 — 90th: 22080 / 10th: 18330 — PART 1 - PAGE 2

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
INDUSTRIAL	30000 1		34000 1					31333 3	
MECHANICAL			33600 1			31000 1		29250 4	30940 3
ENGINEERING TECHNOLOGY			26800 6			33000 1			32050 2
AGRIBUSINESS	25750 2			20000 1			33000 1	28000 1	
ANIMAL SCIENCES				30000 1					
NATURAL RESOURCES								28080 1	
COMPUTER SCIENCE				28667 3		36550 2	29837 24 39000/22500		
INFORMATION SCIENCES & SY	30000 1						22000 1		
ARCHITECTURAL & ENVIRONME			27167 9						28000 1
BIOLOGICAL								23800 1	
MATHEMATICS	29000 1			28000 1		35700 1	41208 4	24500 1	
PHYSICS							36500 2		
OTHER PHYSICAL & EARTH SC							29500 2		

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	25379 19		25500 2	23000 2		20583 3			
BUSINESS ADMIN (INCL MGMT	22010 5	28667 3	18150 6	26633 12		21726 29 32000/18000			
ECONOM & FINANCE (BANKING	23373 26 36000/18000	28000 1		24997 7		24786 14			16800 1
HOTEL/RESTAURANT MGMT.		23600 3	21380 13	19944 1		20600 1			
HUMAN RSRCS (incl LABOR R	30000 1	24000 1		24250 4		20680 5	24000 1		
MANAGEMENT INFO SYSTEMS				26000 3		20400 1			
MARKETING/MARK MGMT (RESR	22250 2	25000 1	20000 2	29220 4		23517 33 45000/20000	23750 2	21000 6	26000 2
REAL ESTATE	21250 2								
COMMUNICATIONS		12000 1	27600 1	19000 2		21167 9			17000 2
JOURNALISM					21840 1	22900 3			15000 1
TELECOMMUN/BROADCASTING						28000 1			
TEXTILES & CLOTHING		19200 1		15600 1		21200 4			
FOREIGN LANGUAGES				17000 2		12200 2			
LETTERS (incl English, Li						22740 1			12000 1
HUMANITIES - OTHER				29510 1					
CRIMINAL JUSTICE						18000 1			
HISTORY						19640 5			
POLITICAL SCIENCE/GOVT						22300 7	25500 2		
PSYCHOLOGY	22500 2					31000 2			
SOCIOLOGY							25500 2		
SOCIAL SCIENCES-OTHER						21000 1			
ELECTRICAL/ELECTRONIC						35400 1			
INDUSTRIAL	26000 2			27000 1		28000 2			

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MECHANICAL						27000 1			
ENGINEERING TECHNOLOGY				32167 3					
AGRIBUSINESS	22500 1					23400 5			
ANIMAL SCIENCES		48000 1							
OTHER AGRICULTURAL SCIENC		25000 1	25000 1			30368 1			
COMPUTER SCIENCE	30500 2			29600 5					
ARCHITECTURAL & ENVIRONME		25000 1				25000 1			
MATHEMATICS	25000 1			31000 1					

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	22000 1		24250 2	27000 1	24000 1	22120 11	25029 24 38000/21085	26998 2	23500 2
BUSINESS ADMIN (INCL MGMT	29000 1	24500 1	24667 3	33900 2	37800 1	24655 3			17000 1
ECONOM & FINANCE (BANKING	23350 4	25500 1	23200 2	36000 1	20000 1	23461 5	22200 2		25333 3
HUMAN RSRCS (incl LABOR R			26200 1	27500 2	22667 3				
MANAGEMENT INFO SYSTEMS				32660 3					
MARKETING/MARK MGMT (RESR			18700 4						24000 1
ADVERTISING						23560 1			
COMMUNICATIONS			29333 2						
ELEMENTARY EDUCATION					17070 81 34985/10000				
PHYSICAL EDUCATION					21523 7				17000 1
SPECIAL EDUCATION					20072 18				
FOREIGN LANGUAGES					22107 2				
LETTERS (incl English, Li				32000 1	29428 2	20200 1			20000 1
VISUAL & PERFORMING ARTS					18763 4				
HUMANITIES - OTHER					20633 3				
CRIMINAL JUSTICE						21000 2			
HISTORY					25000 1		37200 1		
POLITICAL SCIENCE/GOVT					44400 1	15798 2	28333 3		
PSYCHOLOGY					16492 2	23100 1			
SOCIOLOGY			21150 2				31200 1		
SOCIAL SCIENCES-OTHER						20195 1	24000 1		
AEROSPACE & AERONAUTICAL						27700 2			
ARCHITECTURAL							35877 3		

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
CHEMICAL				36000 1		38400 . 1			
CIVIL		31200 1	32840 5	34200 3			33366 19		
COMPUTER		40505 1		42000 1		26252 1			
ELECTRICAL/ELECTRONIC		32650 2		35510 16		27565 13	33350 2	45000 1	
ENIVRONMENTAL ENGINEERING			25146 4						
INDUSTRIAL				41300 2				33000 1	
MECHANICAL		33000 1		36413 9		29140 9	29200 1		35000 1
ENGINEERING TECHNOLOGY			34333 3	32703 6		29430 1			31000 1
AGRIBUSINESS		26000 1							
PLANT SCIENCES					37250 2				
NATURAL RESOURCES							24000 1		
OTHER AGRICULTURAL SCIENC					24690 1		32000 1		30000 1
COMPUTER SCIENCE		33000 1		32867 3		22608 1	35000 3		
HEALTH SCIENCES					23088 1				16640 1
ARCHITECTURAL & ENVIRONME			27300 1						
BIOLOGICAL		28500 1			30000 1				10000 1
MATHEMATICS			34200 1	36000 1	28629 3				
PHYSICS				28000 1					
OTHER PHYSICAL & EARTH SC		34000 1							

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					26500 6			25000 1	
BUSINESS ADMIN (INCL MGMT					25850 8		22667 3	20260 2	30240 5
ECONOM & FINANCE (BANKING					25200 3	27000 1	40000 1	30000 1	29500 2
HOTEL/RESTAURANT MGMT.									32000 1
HUMAN RSRCS (incl LABOR R							32000 1		
MANAGEMENT INFO SYSTEMS								24000 1	
MARKETING/MARK MGMT (RESR							21600 2	18000 1	28000 10
COMMUNICATIONS	22000 1		16800 1		22000 1				25750 4
ELEMENTARY EDUCATION	10000 1								
LETTERS (incl English, Li							21000 1		18000 1
VISUAL & PERFORMING ARTS					23000 1			30000 1	
HISTORY									30000 1
PSYCHOLOGY			10000 1					25200 1	
SOCIOLOGY			13440 1						25000 1
SOCIAL SCIENCES-OTHER			22500 2	32500 2					
AEROSPACE & AERONAUTICAL					31816 18				
CHEMICAL									36260 5
CIVIL								30700 5	
COMPUTER					33433 3				
ELECTRICAL/ELECTRONIC					35700 10				
INDUSTRIAL					33080 5		31950 2		30000 1
MECHANICAL					31383 15		31500 1	32600 4	35000 1
ENGINEERING TECHNOLOGY					31890 11		29000 1	32693 19	

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
AGRIBUSINESS						24271 23 30000/20000			28250 2
ANIMAL SCIENCES						21640 5			28000 1
OTHER AGRICULTURAL SCIENC						24000 2			
COMPUTER SCIENCE					33920 5		36000 1	28800 1	32000 1
BIOLOGICAL									32000 4
CHEMISTRY							21000 1		24000 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	30000 2	24000 7		27000 2					28192 12
BUSINESS ADMIN (INCL MGMT	31819 10	29750 2	27414 7					21000 1	30922 12
DISTRIBUTION MANAGEMENT		24700 1	26700 1						
ECONOM & FINANCE (BANKING	33000 2	23833 3	26200 3	40000 1					29388 9
HUMAN RSRCS (incl LABOR R	30000 1	26000 1	30000 1						27000 1
MANAGEMENT INFO SYSTEMS	32000 1	28800 1	28800 1					26400 1	32050 2
MARKETING/MARK MGMT (RESR	23420 5		25275 16	28700 2					27620 5
COMMUNICATIONS			26000 1						
LETTERS (incl English, Li	20667 3								
HUMANITIES - OTHER	22000 1								
POLITICAL SCIENCE/GOVT	30450 2		21600 1						
PSYCHOLOGY	18000 2								
CHEMICAL	38100 2				31080 1			39000 1	39643 9
CIVIL		32500 2							36000 1
COMPUTER	28533 3	29400 2							34000 1
ELECTRICAL/ELECTRONIC	33696 20 37200/31000	34345 27 55000/31000	34200 1		32400 3			30996 1	37433 3
ENIVRONMENTAL ENGINEERING		26400 1							
INDUSTRIAL	31800 5	33648 6		30000 1					
MECHANICAL	35825 2	32753 6	34000 1		29750 2				38867 9
METALLURGICAL					34800 1	33000 1			
MINING (INCL GEOLOGICAL)						33200 2			
ENGINEERING TECHNOLOGY	32488 5	33900 9	25250 2					23500 1	
AGRIBUSINESS			28500 4						

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
NATURAL RESOURCES								16800 1	
OTHER AGRICULTURAL SCIENC			26100 5						
COMPUTER SCIENCE	31565 21 39000/28000	34947 6		32000 1					
HEALTH SCIENCES			19000 1						
BIOLOGICAL	24000 1								
CHEMISTRY								24000 1	
GEOLOGY & GEOLOGICAL SCI									38500 1
MATHEMATICS		26000 1							
PHYSICS		21000 1							

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING		RUBBER PRODUCT	SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
ACCOUNTING				21600	1			27000	1			25263	5
BUSINESS ADMIN (INCL MGMT	25000	1				22000	1			28000	1	24760	10
DISTRIBUTION MANAGEMENT												24700	1
ECONOM & FINANCE (BANKING				31832	3			14000	1	24567	3	21375	8
HUMAN RSRCS (incl LABOR R												30000	1
MARKETING/MARK MGMT (RESR	25500	2		22500	1			16350	2	23899	6	23080	5
COMMUNICATIONS										23000	1	12500	2
JOURNALISM										21000	1		
LETTERS (incl English, Li								23250	2	26000	1	23300	1
VISUAL & PERFORMING ARTS												18000	1
HUMANITIES - OTHER								21000	1			22825	2
POLITICAL SCIENCE/GOVT										23000	1		
PSYCHOLOGY										26750	2		
SOCIOLOGY										23000	1		
CHEMICAL										38650	2	38875	4
CIVIL												26160	1
ELECTRICAL/ELECTRONIC				28750	2					37750	4	31200	2
INDUSTRIAL	32500	1										34800	1
MECHANICAL				33000	1			35360	1	35525	4	32158	4
ENGINEERING TECHNOLOGY	26000	1								33000	1	33950	5
AGRIBUSINESS												25500	1
PLANT SCIENCES												26640	1
COMPUTER SCIENCE				38400	1					31075	4	30800	1

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ARCHITECTURAL & ENVIRONME							22500 2
BIOLOGICAL			24000 1				

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	28417 169 42000/24000	20486 14	25000 1	26639 18	31121 48 40000/30000	20750 8	29001 7	28945 44 40000/24000	27250 2
BACHELOR - TECHNICAL	31529 7				34571 7	36563 11	32932 19	30937 40 38500/27000	30772 37 37000/27332

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	27069 29 35000/20000		25085 6	26898 42 35000/24120	20900 27 25000/18000	23096 54 30600/19500	40500 2	20000 1	19900 13
BACHELOR - TECHNICAL	36000 8		25000 1	32038 21 38000/28000	22000 1	39000 1			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	24519 4	17750 2	20650 6	26122 9	20820 45 30000/15000	22391 13	21889 3	21336 5	24061 4
BACHELOR - TECHNICAL		33088 8	35800 1	34555 41 39300/32240	20736 8	26658 50 36500/22000	30629 7	26281 8	18867 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	20000 3	16400 1	15629 7	21444 9	26300 2		29510 2	28500 1	27200 10
BACHELOR - TECHNICAL	23000 1			29000 1	32404 30 38480/29000	27333 3	33785 24 36500/32240	28166 8	36803 76 47000/32000

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	29049 11	26150 16	26653 17	27975 4	29000 1		22250 2	28500 2	26000 2
BACHELOR - TECHNICAL	34011 48 38000/30000	34002 116 40000/31000	33060 10	36025 16	31320 8		33407 3	34109 32 39000/28000	37896 40 45000/33000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	23000 1		30250 4	21000 1	21000 3	28382 13	
BACHELOR - TECHNICAL	20000 1	36850 2	32200 5	32800 4		35193 20 41000/32500	

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	31400 5					32000 1		65000 1	
MBA--TECH	21000 1					40000 1		34000 1	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	50000 1	30000 1		34000 1					
MBA--TECH		35000 1							

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH				35200 1	34000 1			25717 1	
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									40800 1
MBA--TECH									34210 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	44000 1		43000 2	45000 1					
MBA--TECH	45000 1								

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							30000 1
MBA--TECH						40000 1	36500 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	28362 153 37000/24000	24790 30 31000/20000							23700 2
BUSINESS ADMIN (INCL MGMT	27590 2	22000 2							25610 4
ECONOM & FINANCE (BANKING	27583 6	25809 16	27250 2	26250 2	30682 11	31625 4	23000 1	25500 3	29560 31 60000/25600
MARKETING/MARK MGMT (RESR		24500 1						24000 1	22167 3
LETTERS (incl English, Li					34000 1				
VISUAL & PERFORMING ARTS				32000 1					
HUMANITIES - OTHER					40000 1				
HISTORY									30000 3
POLITICAL SCIENCE/GOVT			22500 1	32000 1	31050 2				30500 1
PSYCHOLOGY					32000 1				
SOCIOLOGY					30500 1				
SOCIAL SCIENCES-OTHER					31000 1				31167 9
BIOENGINEERING & BIOMEDIC									35000 1
ELECTRICAL/ELECTRONIC								34000 1	
MATHEMATICS		28000 1							30020 5

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT		27000 1	24120 1						
ECONOM & FINANCE (BANKING	28300 5	26000 1	28833 3						
MARKETING/MARK MGMT (RESR	35000 1	25000 1	24500 3				19000 1		
ADVERTISING							20000 1		16900 1
COMMUNICATIONS							15000 1	25000 1	19000 2
JOURNALISM						16000 1			20000 1
TELECOMMUN/BROADCASTING							20000 1		
FOREIGN LANGUAGES	28000 1							15000 1	
LETTERS (incl English, Li			27000 1						21000 1
VISUAL & PERFORMING ARTS					21000 1	20000 1	22000 1		
HUMANITIES - OTHER					24000 1				22000 1
HISTORY	28000 1							38500 1	21000 2
POLITICAL SCIENCE/GOVT					22000 1				25250 2
SOCIAL SCIENCES-OTHER	22000 1								18250 2
CHEMICAL								30000 1	
COMPUTER							39200 1		
MECHANICAL	37500 1								
SYSTEMS ANALYSIS	36000 1								

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING		23750 1							24667 1
BUSINESS ADMIN (INCL MGMT			26167 3				31380 3		24398 3
ECONOM & FINANCE (BANKING		30171 3	22000 1		27250 2		25250 10		22512 4
HUMAN RSRCS (incl LABOR R					15600 1				
MANAGEMENT INFO SYSTEMS							26000 3		
MARKETING/MARK MGMT (RESR	15500 2	19000 1	25340 3		20000 2		23137 23 29000/18200		
ADVERTISING			21500 1						
COMMUNICATIONS					21000 2		25500 2		21023 1
JOURNALISM	20400 1								
ELEMENTARY EDUCATION							30000 1		
MERCHANDISING MANAGEMENT			25667 3						
FOREIGN LANGUAGES				20800 1			21000 1	10800 1	21023 1
LETTERS (incl English, Li			26500 1		23500 2		21000 4	24000 1	
VISUAL & PERFORMING ARTS	20000 1								
HUMANITIES - OTHER							24667 3		
HISTORY	23000 1	27500 2			27500 2		25000 2		
POLITICAL SCIENCE/GOVT					22000 1		29501 3	21000 1	
PSYCHOLOGY			23000 1				25933 3		
SOCIAL SCIENCES-OTHER	24500 2		25000 1		37000 1		25000 1		
CHEMICAL					37500 2				
COMPUTER							23000 1		
INDUSTRIAL					34800 1				
MECHANICAL							31138 5		

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
AGRIBUSINESS							24500 2		
COMPUTER SCIENCE		28000 1							
BIOLOGICAL							28000 1		
MATHEMATICS							32000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
FOREIGN LANGUAGES				22000 1					
VISUAL & PERFORMING ARTS			22000 1						
HUMANITIES - OTHER	13500 1								
CRIMINAL JUSTICE		22500 1							
POLITICAL SCIENCE/GOVT	23500 2			25000 1					
AEROSPACE & AERONAUTICAL							35400 1		32280 3
AGRICULTURAL								22067 1	
ARCHITECTURAL			25000 1						
BIOENGINEERING & BIOMEDIC						17000 1			
CHEMICAL								33606 4	35500 1
CIVIL							29515 17	31216 12	
ELECTRICAL/ELECTRONIC							33422 6	31500 1	34453 16
ENIVRONMENTAL ENGINEERING								26000 1	
INDUSTRIAL			28000 1				26252 1		31670 3
MECHANICAL						37500 1	30956 10	31700 2	33435 39 37500/30360
ENGINEERING TECHNOLOGY								35000 1	
INDUSTRIAL TECHNOLOGY									34800 4
BIOLOGICAL						21750 2			22000 1
MATHEMATICS	23000 1								
PHYSICS							31200 2		34420 5

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	30000 1								
ECONOM & FINANCE (BANKING		30000 1			29500 1				
MANAGEMENT INFO SYSTEMS									30000 2
LETTERS (incl English, Li						16000 1			
AEROSPACE & AERONAUTICAL					34100 1		35520 1		31376 2
AGRICULTURAL									22500 2
CHEMICAL		35500 1		31000 1	36175 7	37500 1	38014 59 43000/36500	39500 1	35583 18
CIVIL	32400 1		32400 1		36700 1			28686 6	30764 11
COMPUTER	25000 1		35900 3						33900 1
ELECTRICAL/ELECTRONIC	35725 8	33457 10	38255 4	34199 8	36156 10	30237 8	35400 1	30890 14	34718 54 45000/31800
INDUSTRIAL									33155 4
MECHANICAL		34660 4	37510 1	33086 4	33503 6	32710 10	36573 3	33292 19	32772 61 39000/27332
NUCLEAR					34000 2	32825 2			31975 2
ENGINEERING TECHNOLOGY								32100 1	30919 4
INDUSTRIAL TECHNOLOGY	29000 1				33500 1				
COMPUTER SCIENCE	35000 2	28000 1	32838 16	34700 1	38720 5			31500 1	35567 15
CHEMISTRY			33000 1				37400 1		
MATHEMATICS			34700 3						
PHYSICS	36100 2				30000 1			29000 1	32270 4
OTHER PHYSICAL & EARTH SC					21000 1				

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
VISUAL & PERFORMING ARTS									25000 1
SOCIAL SCIENCES-OTHER									16000 1
HEALTH SCIENCES			18250 4						
NURSING				33784 3					
PHARMACY						45556 9			
BIOLOGICAL									21000 3

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					42000 1				
BUSINESS ADMIN (INCL MGMT	22000 1				25000 1	30000 1	50000 1		
ECONOM & FINANCE (BANKING	28750 2				32000 1	32000 1	30500 1		
MANAGEMENT INFO SYSTEMS					26477 13	34333 3	30625 4		
HUMAN ECOLOGY (HOME ECONO	32500 1								
FOREIGN LANGUAGES					33000 1				
LETTERS (incl English, Li	21000 1	26375 4		17000 1					
HUMANITIES - OTHER		17000 1							
HISTORY			12500 1		20000 1				
PSYCHOLOGY				12500 1					
SOCIOLOGY	18000 1			16344 1					
SOCIAL SCIENCES-OTHER	19600 2	17467 3		17000 1					
COMPUTER					34505 1				
ELECTRICAL/ELECTRONIC						34400 1	35000 1		
INDUSTRIAL					32200 1				
NATURAL RESOURCES									21650 2
OTHER AGRICULTURAL SCIENC									18979 2
COMPUTER SCIENCE					32406 18	34714 7	32168 18		
INFORMATION SCIENCES & SY					29000 1	39000 1			
SYSTEMS ANALYSIS					26000 1		31350 2		
HEALTH SCIENCES			25500 1						
MATHEMATICS					28392 3			32524 17	

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BUSINESS ADMIN (INCL MGMT		29000 3	25000 1	24207 14					
DISTRIBUTION MANAGEMENT				19800 1					
ECONOM & FINANCE (BANKING		30357 21 40000/27000		28385 13		20500 3			21000 1
HUMAN RSRCS (incl LABOR R			26500 2						
MANAGEMENT INFO SYSTEMS		30000 1		30733 3					
MARKETING/MARK MGMT (RESR			12300 1	23094 8					
ELEMENTARY EDUCATION									20683 21 27900/16000
PRE-ELEMENTARY EDUCATION									17000 1
PHYSICAL EDUCATION									14700 2
MERCHANDISING MANAGEMENT				19500 3					
FOREIGN LANGUAGES			17000 1						
LETTERS (incl English, Li				25000 2		18233 3			21234 5
VISUAL & PERFORMING ARTS				16400 1					21091 3
HUMANITIES - OTHER				25000 1		18000 1			
CRIMINAL JUSTICE						21000 2			
HISTORY		29333 3		26500 2		22175 4			25000 2
POLITICAL SCIENCE/GOVT		28750 4		21940 5		22071 7			23443 1
PSYCHOLOGY		25000 1	33000 1	24750 4		19500 1			19500 2
SOCIOLOGY		27000 1			37294 1	23000 1			
SOCIAL SCIENCES-OTHER		29000 9	24000 1	31500 1		21180 5			18233 3
AEROSPACE & AERONAUTICAL		29000 1							
CIVIL		26000 1							
ELECTRICAL/ELECTRONIC		31375 4		34400 3					

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
INDUSTRIAL		31000 3		37800 4					
MECHANICAL		31500 7		36043 7					
INDUSTRIAL TECHNOLOGY		27000 1		31600 1					
COMPUTER SCIENCE		30457 7							22000 1
BIOLOGICAL			33000 1					21000 1	16600 1
CHEMISTRY						22000 1	26000 1	31200 1	
GEOLOGY & GEOLOGICAL SCI		25000 1							
MATHEMATICS		34167 3		25000 1	24063 4				23428 3
PHYSICS									22000 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28323 161 37000/24000	25003 49 31000/20000	25667 3	29125 4	31506 18	31625 4	23000 1	25125 4	28938 53 60000/24000
BACHELOR - TECHNICAL		28000 1						34000 1	30850 6

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	28278 9	26000 3	26390 8		22333 3	18000 2	19200 5	26167 3	20575 12
BACHELOR - TECHNICAL	36750 2						39200 1	30000 1	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	20486 7	26895 7	24966 14	20800 1	24085 13		24713 59 40000/19000	18600 3	22995 10
BACHELOR - TECHNICAL		28000 1			36600 3		26769 10		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	20167 3	22500 1	22000 1	23500 2					
BACHELOR - TECHNICAL	23000 1		26500 2			24500 4	30700 37 40000/26252	31227 22 37000/27322	33554 72 38000/30360

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	30000 1	30000 1			29500 1	16000 1			
BACHELOR - TECHNICAL	34293 15	33544 16	34246 29 41000/30000	33688 14	35220 35 39300/30160	32007 21 37500/27332	37859 65 43000/36000	31842 43 40000/27000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL			18250 4	33784 3		45556 9			

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	23775 8	21863 8	12500 1	15711 4	27567 18	33000 5	33833 6		
BACHELOR - TECHNICAL			25500 1		31607 25 42000/27000	35156 9	32225 21 40000/30000	32524 17	20315 4

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		29547 43 40000/25000	23471 7	24961 58 35000/20000	37294 1	21030 27 25000/18000			20447 41 27900/14472
BACHELOR - TECHNICAL		30775 28 38000/27000	33000 1	35206 16	24063 4	22000 1	26000 1	26100 2	21814 6

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 1 February 1991

MIDDLE ATLANTIC REGION (MAPA)

Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson-Rutherford
Fairleigh Dickinson-Teaneck
Fairmont State College
Franklin & Marshall College
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
Howard University
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Lycoming College
Mansfield University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State-Behrend College
Penn State-Capitol Campus
University of Pennsylvania
University of Pittsburgh
Princeton University
Ramapo College of NJ
Rutgers University-Camden-Arts & Science
Rutgers University-Newark
Rutgers University-New Brunswick
University of Scranton
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Thomas Jefferson University
Trenton State University
Villanova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener College
William Paterson College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Middle Atlantic** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (January 11, 1991 through February 8, 1991) and cumulatively (September 1, 1990, and February 8, 1991). The block tables list data for the cumulative period and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 1/11/91 THROUGH 2/8/91

CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
BUSINESS														
ACCOUNTING	10	341	$24242	$26954	*	*	*	53	895	$28542	$26176	$35200	$28500	$24396
BUSINESS ADMIN (INCL MGMT	2	93	23500	23898	*	*	*	8	291	27500	22972	*	*	*
DISTRIBUTION MANAGEMENT	+	1	+	26700				+	3	+	26133			
ECONOM & FINANCE (BANKING	6	102	21350	25105	*	*	*	12	294	21346	24596	*	*	*
HOTEL/RESTAURANT MGMT.	+	5	+	21140				+	28	+	21457			
HUMAN RSRCS (incl LABOR R	+	6	+	24000				+	35	+	23736			
MANAGEMENT INFO SYSTEMS	3	18	30333	28719	*	*	*	4	79	28375	27824	*	*	*
MARKETING/MARK MGMT (RESR	7	115	24782	24175	*	*	*	8	300	23559	23429	*	*	*
REAL ESTATE	+	+	+	+				+	4	+	20080			
COMMUNICATIONS														
ADVERTISING	1	12	18700	23105	*	*	*	1	24	18700	21761	*	*	*
COMMUNICATIONS	+	9	+	22113				+	57	+	21625			
JOURNALISM	+	4	+	19850				+	33	+	18324			
TELECOMMUN/BROADCASTING	+	2	+	22019				3	6	23067	20866	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	4	36	16718	21366	*	*	*	10	135	18879	20211	*	*	*
PRE-ELEMENTARY EDUCATION	6	7	12846	13868	*	*	*	6	21	12846	17699	*	*	*
PHYSICAL EDUCATION	+	1	+	21340				+	15	+	18355			
SPECIAL EDUCATION	10	11	24342	23829	*	*	*	10	29	24342	23539	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				+	7	+	18171			
TEXTILES & CLOTHING	+	5	+	19700				+	9	+	21700			
MERCHANDISING MANAGEMENT	+	6	+	20583				1	21	16000	21324	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	3	+	20333				1	9	16644	21733	*	*	*
LETTERS (incl English, Li	+	9	+	20078				2	35	22750	21248	*	*	*
VISUAL & PERFORMING ARTS	1	7	25200	21200	*	*	*	4	25	21910	20267	*	*	*
HUMANITIES - OTHER	+	6	+	20993				+	22	+	21224			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	5	+	23466				+	21	+	21365			
HISTORY	+	4	+	21700				+	14	+	21536			
POLITICAL SCIENCE/GOVT	+	8	+	23699				+	39	+	21781			
PSYCHOLOGY	+	11	+	18250				2	42	21000	18586	*	*	*
SOCIOLOGY	+	3	+	17739				+	26	+	19043			
SOCIAL SCIENCES-OTHER	+	2	+	21230				5	41	17640	19251	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	21	+	31176				4	57	27626	30445	*	*	*
AGRICULTURAL	+	3	+	29700				+	13	+	32154			
ARCHITECTURAL	+	12	+	31217				+	23	+	31107			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	3	+	25833			
CHEMICAL	9	109	36133	37294	*	*	*	18	308	35491	37084	*	*	*
CIVIL	2	90	25032	29217	*	*	*	2	283	25032	29201	*	*	*
COMPUTER	3	29	27106	31790	*	*	*	4	49	26894	31993	*	*	*
ELECTRICAL/ELECTRONIC	9	173	32047	33193	*	*	*	28	455	30171	33036	35400	31380	26252

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	2	+	$29700				+	2	+	$29700			
INDUSTRIAL	8	50	$30331	32040	*	*	*	11	113	$30540	31811	*	*	*
MECHANICAL	14	221	33809	34131	*	*	*	19	538	32554	33979	*	*	*
METALLURGICAL	2	23	33510	33558	*	*	*	3	41	33880	33815	*	*	*
MINING (INCL GEOLOGICAL)	+	4	+	33710				1	32	24000	31018	*	*	*
NUCLEAR	+	1	+	34000				+	8	+	32919			
PETROLEUM	5	29	38760	38986	*	*	*	5	75	38760	38798	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	13	33	24191	28359	*	*	*	14	54	24820	28264	*	*	*
INDUSTRIAL TECHNOLOGY	+	2	+	27000				+	9	+	24222			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	2	+	25000				+	20	+	22075			
ANIMAL SCIENCES	+	2	+	22000				+	12	+	21642			
PLANT SCIENCES	+	2	+	19000				+	4	+	22120			
NATURAL RESOURCES	1	3	20000	18760	*	*	*	1	5	20000	20056	*	*	*
OTHER AGRICULTURAL SCIENC	+	6	+	28523				+	15	+	26416			
COMPUTER SCIENCE														
COMPUTER SCIENCE	11	89	28550	30300	*	*	*	13	253	29081	29661	*	*	*
COMPUTER PROGRAMMING	+	3	+	23746				+	12	+	28695			
INFORMATION SCIENCES & SY	2	36	33096	29804	*	*	*	4	79	27673	28326	*	*	*
SYSTEMS ANALYSIS	+	+	+	+				+	1	+	18600			
HEALTH SCIENCES														
ALLIED HEALTH	5	13	28203	27178	*	*	*	30	45	29976	27835	$33000	$30000	$27000
HEALTH SCIENCES	+	6	+	21705				2	23	25500	21061		*	*
NURSING	+	6	+	21147				2	34	35000	25366	*	*	*
PHARMACY	2	4	41500	37500	*	*	*	2	6	41500	38000	*	*	*
SCIENCES														
ACTUARIAL	+	1	+	23000				+	2	+	27700			
ARCHITECTURAL & ENVIRONME	+	2	+	25750				+	10	+	25910			
BIOLOGICAL	+	5	+	23742				+	18	+	20895			
CHEMISTRY	4	7	24930	28394	*	*	*	4	21	24930	26631	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	4	+	27000				1	11	16650	27832	*	*	*
MATHEMATICS	1	12	20195	28120	*	*	*	2	39	20195	25408	*	*	*
PHYSICS	+	1	+	33600				+	6	+	28267			
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	1	+	19747			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	141	1838						300	5240					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	5	255	$24105	$27534	*	*	*	45	642	$29220	$26744	$35200	$29150	$27000
ACCOUNTING (PRIVATE)	6	93	21663	25336	*	*	*	9	255	22875	24411	*	*	*
COMMERCIAL BANKING (CNSMR	+	5	+	18960				+	19	+	20884			
COMMERCIAL BANKING (LENDG	+	9	+	25167				+	21	+	22595			
INVESTMT BANKING (CORP FN	+	1	+	21000				+	10	+	25780			
INVESTMT BANKNG (M & A)	+	+	+	+				+	1	+	24000			
INVESTMT BANKG (REAL EST)	+	+	+	+				1	3	15000	18500	*	*	*
INVESTMT BANKG (SALES & T	+	+	+	+				+	6	+	22633			
FINANCIAL/TREASURY ANALYS	3	40	25980	25771	*	*	*	8	107	23874	25588	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	5	+	22640				+	11	+	22564			
UNDERWRITING	+	13	+	23193				+	39	+	23495			
INSURANCE - CLAIMS	+	11	+	22498				+	39	+	22954			
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	+	+	+				+	9	+	20838			
MEDIA PLANNING	+	+	+	+				+	1	+	29000			
REPORTING	+	1	+	13960				+	10	+	15528			
PRODUCTION	+	7	+	31214				3	22	23067	24226	*	*	*
PUBLIC RELATIONS	+	2	+	17800				+	16	+	18665			
WRITING / EDITING	+	2	+	18100				+	12	+	18833			
MARKETING														
ADVERTISING	+	3	+	20667				+	9	+	21756			
BRAND/PRODUCT MANAGEMENT	5	12	26396	25152	*	*	*	6	30	25330	25346	*	*	*
BUYER/MERCHANDISING	+	23	+	24963				1	53	16000	23468	*	*	*
DISTRIBUTION	+	5	+	26140				+	14	+	25414			
MARKET RESEARCH	1	5	33000	28400	*	*	*	3	30	22333	25045	*	*	*
PURCHASING	+	3	+	23933				1	12	32100	23608	*	*	*
SALES	5	108	26440	25431	*	*	*	5	316	26440	24975	*	*	*
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	+	+	+				+	16	+	19658			
FINANC,TAXA, MONETARY POL	1	5	23000	25037	*	*	*	2	34	22750	22780	*	*	*
ECONOMIC PROGRAMS	+	1	+	24000				+	3	+	21867			
LAW ENFORCEMENT	+	2	+	28666				+	14	+	23551			
MILITARY	1	4	27720	24343	*	*	*	4	21	20754	23303	*	*	*
NATIONAL SECURITY	+	2	+	21000				+	4	+	22750			
URBAN / REGIONAL PLANNING	+	+	+	+				+	2	+	18910			
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	4	+	24500			
DESIGN / CONSTRUCT	5	101	24813	30603	*	*	*	6	290	26678	30697	*	*	*
ENVIRONMENTAL/SANITATION	+	23	+	30630				+	56	+	30272			
MANUFACTURING/INDUSTRIAL	10	126	32970	33950	*	*	*	16	314	32434	33615	*	*	*
SYSTEMS / PROGRAMMING	4	19	29207	31399	*	*	*	6	73	30471	32013	*	*	*
POWER SYSTEMS	2	18	25690	31601	*	*	*	4	80	28690	32740	*	*	*
SOFTWARE DESIGN & DEVELOP	1	19	22067	31281	*	*	*	1	52	22067	31940	*	*	*
HARDWARE DESIGN & DEVELOP	1	38	38000	33970	*	*	*	1	64	38000	33457	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	3	31	$24001	$33132	*	*	*	16	104	$26924	$33208	*	*	*
TESTING	1	17	26252	30079	*	*	*	2	56	29126	30674	*	*	*
PROCESS ENGINEERING	7	98	36026	37239	*	*	*	12	274	36185	37199	*	*	*
PROJECT ENGINEERING	3	94	36947	35069	*	*	*	4	239	34273	34565	*	*	*
OTHER ENGINEERING	23	194	32095	32755	$39100	$32400	$23000	34	417	31120	32289	$37500	$32250	$23000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	3	18000	21667	*	*	*	1	14	18000	25075	*	*	*
INDUSTRIAL HYGIENE	+	1	+	23832				+	2	+	23916			
MEDICAL TECHNOLOGY	2	12	29500	26192	*	*	*	3	21	28833	24655	*	*	*
NURSES / PERSONAL CARE	+	5	+	23120				2	30	35000	25073	*	*	*
OCCUPATIONAL THERAPY	3	3	27339	27339	*	*	*	9	11	29024	28572	*	*	*
PHARMACIST	2	4	41500	37500	*	*	*	2	6	41500	38000	*	*	*
PHYSICAL THERAPY	+	+	+	+				+	1	+	13440			
RESPIRATORY THERAPY	+	+	+	+				+	1	+	34000			
OTHER HEALTH RELATED	2	7	19050	19411	*	*	*	23	44	28420	24341	33000	30000	23000
SOCIAL SERVICES														
ADMINISTRATION	1	1	10000	10000	*	*	*	2	12	14050	20517	*	*	*
COUNSELING	+	6	+	15583				1	26	18000	16428	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	+	+	+			
SOCIAL WORK	1	3	15496	15571	*	*	*	3	17	16899	16173	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	7	72	27193	28365	*	*	*	9	188	26984	28000	*	*	*
INFORMATION SYSTEMS	3	21	33333	31766	*	*	*	5	77	31200	28387	*	*	*
SYSTEMS ANALYSIS & DESIGN	6	35	31055	31343	*	*	*	6	119	31055	29894	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	4	+	30960				+	6	+	31373			
AGRICULTURE/NAT'L RESOURC	1	13	20000	22270	*	*	*	1	31	20000	21820	*	*	*
ARCHITECTURE	+	1	+	25000				+	5	+	25880			
CONSULTING	3	60	23497	28342	*	*	*	7	105	28099	28580	*	*	*
HUMAN RESRCS /INDUS RELS	1	7	28340	24076	*	*	*	1	36	28340	22577	*	*	*
MANAGEMENT TRAINEE	2	118	20750	22281	*	*	*	5	397	23900	21917	*	*	*
MATH/STATISTICIANS	2	4	22133	27791	*	*	*	3	8	21487	24761	*	*	*
PARALEGAL	+	+	+	+				+	5	+	19000			
RESEARCHERS NON-TECHNICAL	+	+	+	+				+	2	+	27500			
RESEARCHERS - TECHNICAL	+	1	+	30000				+	7	+	29879			
TEACHING	17	62	20528	21365	*	*	*	27	265	20879	20636	25200	22140	10440
TOTALS	141	1838						300	5240					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MAPA REGIONAL Report No. 1 FEBRUARY 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	1	35	$27500	$31229	*	*	*	2	102	$27500	$30614	*	*	*
MBA--NON-TECH	1	48	37500	34788	*	*	*	3	101	29115	32852	*	*	*
MBA--TECH	+	4	+	40275				+	12	+	34367			
MS-BUSINESS	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	1	+	33000				+	5	+	34562			
HUMAN RESOURCES (INCL LAB	+	+	+	+				2	3	31200	31467	*	*	*
MANAGEMENT INFORMATION SY	+	1	+	27000				+	7	+	33886			
MARKETING/MKTNG MGT (RESE	+	1	+	40300				+	2	+	41150			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	+	+	+				+	5	+	26392			
JOURNALISM	+	1	+	21500				+	1	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	9	+	25857			
ELEMENTARY EDUCATION	+	4	+	26450				10	24	25657	24407	*	*	*
PHYSICAL EDUCATION	+	+	+	+				+	3	+	21000			
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	+	+	+				+	5	+	25958			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				1	1	21000	21000	*	*	*
LETTERS	+	1	+	24000				+	3	+	20500			
VISUAL & PERFORMING ARTS	+	+	+	+				1	1	21325	21325	*	*	*
HUMANITIES - OTHER	+	1	+	35000				+	1	+	35000			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	7	+	26573			
SOCIOLOGY	+	1	+	24000				+	1	+	24000			
SOCIAL SCIENCES - OTHER	+	4	+	36575				+	11	+	31826			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	1	+	34000				+	7	+	35017			
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	+	+	+			

continued

MAPA REGIONAL Report No. 1 FEBRUARY 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CHEMICAL	+	7	+	$39643				1	15	$40000	$39476	*	*	*
CIVIL	+	17	+	34874				+	48	+	34894			
COMPUTER	+	1	+	39600				+	1	+	39600			
ELECTRICAL/ELECTRONIC	+	21	+	36222				1	54	31490	37410	*	*	*
INDUSTRIAL	+	6	+	39175				1	13	36000	36492	*	*	*
MECHANICAL	+	27	+	40246				+	56	+	38121			
METALLURGICAL	+	7	+	36767				+	16	+	38014			
MINING & MINERAL	+	4	+	36825				+	13	+	35085			
NUCLEAR	+	+	+	+				+	2	+	37800			
PETROLEUM	1	4	$47500	43375	*	*	*	2	16	52020	44806	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	1	+	36000				+	2	+	28000			
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	1	2	20195	25098	*	*	*	1	4	20195	25299	*	*	*
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	2	+	24679			
CHEMISTRY	+	+	+	+				+	2	+	27000			
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	25	40800	36340	*	*	*	1	49	40800	36074	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	4	+	41150				+	15	+	36507			
MATHEMATICS (INCL ACTUARI	+	3	+	29667				+	5	+	26280			
PHYSICS	1	1	22356	22356	*	*	*	1	3	22356	27219	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	6	233						27	632					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	19	+	$40874				+	31	+	$36365			
MBA--TECH	+	1	+	25000				+	6	+	37667			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	1	18	$27000	38833	*	*	*	2	27	$30500	39307	*	*	*
MBA--TECH	+	2	+	39850				+	2	+	39850			
OVER 4 YEARS														
MBA--NON-TECH	+	17	+	45747				21	45	41852	42731	$50000	$38000	$32000
MBA--TECH	+	1	+	33600				14	16	44836	42894	*	*	*
TOTALS	1	58						37	127					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	2	+	$50000				+	5	+	$54220			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	2	+	29377				+	4	+	35768			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	1	+	30000			
FOREIGN LANGUAGES	+	1	+	28000				+	1	+	28000			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	1	+	52700				+	2	+	51350			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	1	+	54080				+	3	+	46027			
CHEMICAL	+	2	+	48000				+	4	+	48865			
CIVIL	+	3	+	42667				+	3	+	42667			
COMPUTER	+	+	+	+				+	1	+	59500			
ELECTRICAL/ELECTRONIC	+	+	+	+				+	7	+	58457			
INDUSTRIAL ENGINEERING	+	1	+	54000				+	1	+	54000			
MECHANICAL	+	2	+	47202				+	2	+	47202			
METALLURGICAL	+	1	+	52440				+	5	+	45288			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	1	+	36000			
BIOLOGICAL	+	1	+	33550				+	1	+	33550			
CHEMISTRY	+	+	+	+				+	12	+	46047			
GEOLOGICAL (INCL GEOPHYS)	+	1	+	51000				+	4	+	51325			
MATHEMATICS	+	+	+	+				+	5	+	35300			
PHYSICS	+	+	+	+				+	1	+	40000			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	+	18						+	64					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS FEBRUARY 1991 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	29545 44 36300/27000			24000 1					
BUSINESS ADMIN (INCL MGMT	31500 1				32000 1			31500 1	
MANAGEMENT INFO SYSTEMS							24000 1		
TELECOMMUN/BROADCASTING						23067 3			
CHEMICAL									32000 1
CIVIL									27996 1
INDUSTRIAL								30846 2	
MECHANICAL									32733 3
MINING (INCL GEOLOGICAL)									24000 1
PETROLEUM									33600 1
ENGINEERING TECHNOLOGY							24440 1		
NATURAL RESOURCES								20000 1	
COMPUTER SCIENCE	32000 1		28000 1			24900 1	27333 3		
INFORMATION SCIENCES & SY							24497 3		

AVERAGE SALARY OFFERS FEBRUARY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BUSINESS ADMIN (INCL MGMT						26500 3			
ECONOM & FINANCE (BANKING	13500 2					22000 1			
MARKETING/MARK MGMT (RESR	30000 1					18333 3			17680 1
MERCHANDISING MANAGEMENT						16000 1			
LETTERS (incl English, Li								19000 1	
PSYCHOLOGY						20000 1			
ENGINEERING TECHNOLOGY						26500 1			
PHARMACY						41500 2			

AVERAGE SALARY OFFERS FEBRUARY 1991 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			27500 1	24396 1		23000 1	17720 1		
ECONOM & FINANCE (BANKING			26220 2			20195 2			16160 1
MANAGEMENT INFO SYSTEMS							22500 1		
MARKETING/MARK MGMT (RESR						14924 1			
ELEMENTARY EDUCATION					21407 7				
PRE-ELEMENTARY EDUCATION					13033 3				
SPECIAL EDUCATION					25303 8				
FOREIGN LANGUAGES						16644 1			
LETTERS (incl English, Li					26500 1				
VISUAL & PERFORMING ARTS					22813 3				
PSYCHOLOGY					22000 1				
SOCIAL SCIENCES-OTHER						22000 1			18000 1
AEROSPACE & AERONAUTICAL						26252 2			
CHEMICAL						21201 1			
CIVIL						22067 1			
COMPUTER						24858 3			
ELECTRICAL/ELECTRONIC				31504 5		25242 12			
INDUSTRIAL			30000 1			23926 2			
MECHANICAL				33000 1		21204 1			
ENGINEERING TECHNOLOGY			20000 1	17000 2		22800 1			
COMPUTER SCIENCE			44700 1			26252 1			20000 1
ALLIED HEALTH					27000 1			30081 28 45000/27000	30000 1
HEALTH SCIENCES								25500 2	

AVERAGE SALARY OFFERS FEBRUARY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
NURSING								35000 2	
CHEMISTRY						27720 1		18000 1	
GEOLOGY & GEOLOGICAL SCI						16650 1			
MATHEMATICS						20195 2			

AVERAGE SALARY OFFERS FEBRUARY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MARKETING/MARK MGMT (RESR									24070 1
ELEMENTARY EDUCATION			12980 3						
PRE-ELEMENTARY EDUCATION			12659 3						
SPECIAL EDUCATION			20500 2						
VISUAL & PERFORMING ARTS			19200 1						
SOCIAL SCIENCES-OTHER			16067 3						
AEROSPACE & AERONAUTICAL					32000 1				
CHEMICAL									36602 16
ELECTRICAL/ELECTRONIC					32400 1		36000 1		35400 1
INDUSTRIAL							34200 1		32250 2
MECHANICAL							32133 3		34100 2
COMPUTER SCIENCE									31000 1
INFORMATION SCIENCES & SY									37200 1
CHEMISTRY									27000 2

AVERAGE SALARY OFFERS FEBRUARY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING		23550 2				23000 1			
BUSINESS ADMIN (INCL MGMT									20000 1
ECONOM & FINANCE (BANKING		24900 3							23460 1
MANAGEMENT INFO SYSTEMS		33500 2							
COMPUTER		33000 1							
ELECTRICAL/ELECTRONIC		35071 8							
INDUSTRIAL					33600 1				
MECHANICAL	25000 1	35395 4			34380 3				
METALLURGICAL					33880 3				
PETROLEUM									40050 4
ENGINEERING TECHNOLOGY	38000 1	33000 1		23400 1	26000 1				
COMPUTER SCIENCE		33000 1			28100 2				

AVERAGE SALARY OFFERS FEBRUARY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							26000 1
BUSINESS ADMIN (INCL MGMT	25500 1						
MARKETING/MARK MGMT (RESR				46800 1			
ADVERTISING							18700 1
AEROSPACE & AERONAUTICAL							26000 1
INDUSTRIAL				32100 1			32000 1
MECHANICAL							31800 1
ENGINEERING TECHNOLOGY			19500 1				26613 3

AVERAGE SALARY OFFERS FEBRUARY 1991 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	29589 45 36300/27000			24000 1	32000 1	23067 3	24000 1	31500 1	
BACHELOR - TECHNICAL	32000 1		28000 1			24900 1	25705 7	27231 3	30828 7

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	19000 3					21389 9		19000 1	17680 1
BACHELOR - TECHNICAL						36500 3			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL			26647 3	24396 1	22101 23 40320/19200	19493 6	20110 2		17080 2
BACHELOR - TECHNICAL			31567 3	28065 8	27000 1	24147 28 27720/20195		29735 33 45000/26000	25000 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL			15443 12						24070 1
BACHELOR - TECHNICAL					32200 2		33320 5		35037 25 38500/32100

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL		26971 7				23000 1			21730 2
BACHELOR - TECHNICAL	31500 2	34743 15		23400 1	32058 10				40050 4

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	25500 1			46800 1			
BACHELOR - TECHNICAL			19500 1	32100 1			

AVERAGE SALARY OFFERS FEBRUARY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	29545 44 36300/27000	23715 8							
ECONOM & FINANCE (BANKING		16160 1					15000 1		23874 8
MARKETING/MARK MGMT (RESR	14924 1								

AVERAGE SALARY OFFERS FEBRUARY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
TELECOMMUN/BROADCASTING							23067 3		

AVERAGE SALARY OFFERS FEBRUARY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									23000 1
BUSINESS ADMIN (INCL MGMT		22750 2							
ECONOM & FINANCE (BANKING		22000 1							
MANAGEMENT INFO SYSTEMS							24000 1		22500 1
MARKETING/MARK MGMT (RESR		28160 3			15000 1		30000 1		
ADVERTISING							18700 1		
MERCHANDISING MANAGEMENT			16000 1						
LETTERS (incl English, Li					19000 1				
CHEMICAL							33000 1		
INDUSTRIAL						32100 1			
MECHANICAL					33000 1				
ENGINEERING TECHNOLOGY							26500 1		

AVERAGE SALARY OFFERS FEBRUARY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
FOREIGN LANGUAGES			16644 1						
SOCIAL SCIENCES-OTHER			22000 1						
AEROSPACE & AERONAUTICAL									26000 1
CHEMICAL									37500 1
CIVIL							22067 1		
ELECTRICAL/ELECTRONIC							36000 1		35340 1
INDUSTRIAL									33300 2
MECHANICAL							31000 2		33350 10
ENGINEERING TECHNOLOGY							20000 2		20000 1
CHEMISTRY			27720 1						
GEOLOGY & GEOLOGICAL SCI			16650 1						

AVERAGE SALARY OFFERS FEBRUARY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
AEROSPACE & AERONAUTICAL					26252 1	32000 1			26252 1
CHEMICAL					31367 3		36474 11	35520 1	37500 1
CIVIL									27996 1
COMPUTER			22067 1		26254 2				
ELECTRICAL/ELECTRONIC	31607 4	31587 3			27153 8			32726 2	29954 9
INDUSTRIAL						26252 1			29860 5
MECHANICAL					21204 1			36120 1	33175 4
METALLURGICAL									33880 3
MINING (INCL GEOLOGICAL)									24000 1
PETROLEUM									38760 5
ENGINEERING TECHNOLOGY	28200 2	20000 1		38000 1	19500 1				24767 3
CHEMISTRY							33000 1		21000 1

AVERAGE SALARY OFFERS FEBRUARY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
SPECIAL EDUCATION									19050 2
SOCIAL SCIENCES-OTHER									13000 1
ALLIED HEALTH			28833 3		29152 8				30503 19
HEALTH SCIENCES					28000 1				23000 1
NURSING				35000 2					
PHARMACY						41500 2			
CHEMISTRY	18000 1								

AVERAGE SALARY OFFERS FEBRUARY 1991 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT						32000 1			
MANAGEMENT INFO SYSTEMS						33500 2			
ELEMENTARY EDUCATION	18100 1								
PRE-ELEMENTARY EDUCATION	10000 1			15496 1					
SOCIAL SCIENCES-OTHER		18000 1		17600 2					
COMPUTER						33000 1			
ENGINEERING TECHNOLOGY							24440 1		
NATURAL RESOURCES									20000 1
COMPUTER SCIENCE					27794 8		31900 3		
INFORMATION SCIENCES & SY					20500 1	24000 1	33096 2		

AVERAGE SALARY OFFERS FEBRUARY 1991 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BUSINESS ADMIN (INCL MGMT		31500 2		26500 3					
ECONOM & FINANCE (BANKING		12000 1							
MARKETING/MARK MGMT (RESR				20000 1	24070 1				
ELEMENTARY EDUCATION									18966 9
PRE-ELEMENTARY EDUCATION									12895 4
SPECIAL EDUCATION									25665 8
LETTERS (incl English, Li									26500 1
VISUAL & PERFORMING ARTS									21910 4
PSYCHOLOGY				20000 1					22000 1
INDUSTRIAL		30846 2							
ENGINEERING TECHNOLOGY			28340 1						
COMPUTER SCIENCE		30000 2							
MATHEMATICS					20195 2				

AVERAGE SALARY OFFERS FEBRUARY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	29220 45 36300/27000	22875 9					15000 1		23874 8
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL							23067 3		
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL		25330 6	16000 1		17000 2		24233 3		22750 2
BACHELOR - TECHNICAL					33000 1	32100 1	29750 2		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL			19322 2						
BACHELOR - TECHNICAL			22185 2				26678 6		32434 16

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	30471 6	28690 4	22067 1	38000 1	26924 16	29126 2	36185 12	34273 4	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	18000 1		28833 3	35000 2	29024 9	41500 2			

AVERAGE SALARY OFFERS FEBRUARY 1991 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	14050 2	18000 1		16899 3		33000 3			
BACHELOR - TECHNICAL					26984 9	28500 2	31055 6		20000 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		25000 3		23900 5	24070 1				20879 27 40320/10440
BACHELOR - TECHNICAL		30423 4	28340 1		20195 2				

AVERAGE SALARY OFFERS FEBRUARY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH				32172 2					
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							23000 1
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No.2 March 1991

MIDDLE ATLANTIC REGION (MAPA)

Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson-Rutherford
Fairleigh Dickinson-Teaneck
Fairmont State College
Franklin & Marshall College
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
Howard University
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Lycoming College
Mansfield University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State-Behrend College
Penn State-Capitol Campus
University of Pennsylvania
University of Pittsburgh
Princeton University
Ramapo College of NJ
Rutgers University-Camden-Arts & Science
Rutgers University-Newark
Rutgers University-New Brunswick
University of Scranton
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Thomas Jefferson University
Trenton State University
Villanova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener College
William Paterson College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Middle Atlantic** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (February 8, 1991 through March 8, 1991) and cumulatively (September 1, 1990, and March 8, 1991). The block tables list data for the cumulative period and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	17	421	$30397	$28375	*	*	*	73	1618	$28742	$26603	$33000	$28500	$24396
BUSINESS ADMIN (INCL MGMT	3	47	32000	24948	*	*	*	21	431	24605	23096	32000	25000	18000
DISTRIBUTION MANAGEMENT	+	5	+	28500				+	8	+	27613			
ECONOM & FINANCE (BANKING	2	87	26715	26679	*	*	*	15	464	23325	25002	*	*	*
HOTEL/RESTAURANT MGMT.	+	9	+	20061				+	38	+	21097			
HUMAN RSRCS (incl LABOR R	+	8	+	25375				+	46	+	24027			
MANAGEMENT INFO SYSTEMS	+	17	+	29077				5	164	26300	27781	*	*	*
MARKETING/MARK MGMT (RESR	+	69	+	25528				15	456	22152	23540	*	*	*
REAL ESTATE	+	+	+	+				+	4	+	20080			
COMMUNICATIONS														
ADVERTISING	+	9	+	22433				1	35	18700	21767	*	*	*
COMMUNICATIONS	2	23	20000	21644	*	*	*	3	104	17500	21583	*	*	*
JOURNALISM	+	18	+	20510				1	59	15600	18833	*	*	*
TELECOMMUN/BROADCASTING	+	8	+	26250				6	17	21133	23106	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	+	27	+	18665				11	191	18072	19937	*	*	*
PRE-ELEMENTARY EDUCATION	+	+	+	+				9	25	12397	17139	*	*	*
PHYSICAL EDUCATION	+	1	+	16305				+	21	+	19120			
SPECIAL EDUCATION	+	2	+	23000				11	36	23811	23017	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				+	9	+	19411			
TEXTILES & CLOTHING	+	13	+	20015				+	23	+	20978			
MERCHANDISING MANAGEMENT	+	3	+	21833				1	24	16000	21388	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	5	+	19484				1	15	16644	21434	*	*	*
LETTERS (incl English, Li	+	13	+	22346				3	52	25167	21681	*	*	*
VISUAL & PERFORMING ARTS	+	14	+	17767				4	42	21910	19738	*	*	*
HUMANITIES - OTHER	+	10	+	23248				+	32	+	21856			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	9	+	19650				+	37	+	21057			
HISTORY	+	7	+	18034				+	24	+	20447			
POLITICAL SCIENCE/GOVT	+	13	+	21540				1	60	14820	21665	*	*	*
PSYCHOLOGY	1	20	10000	19419	*	*	*	9	74	16667	18802	*	*	*
SOCIOLOGY	1	8	17200	20150	*	*	*	1	38	17200	18943	*	*	*
SOCIAL SCIENCES-OTHER	+	12	+	19205				6	56	16953	19088	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	6	+	28110				4	74	27626	30318	*	*	*
AGRICULTURAL	+	1	+	25000				+	17	+	31471			
ARCHITECTURAL	+	1	+	29700				+	26	+	30727			
BIOENGINEERING & BIOMEDIC	+	1	+	30000				+	4	+	26875			
CHEMICAL	9	120	36618	37985	*	*	*	27	685	35867	36990	38100	37500	32000
CIVIL	2	50	27600	31054	*	*	*	4	390	26316	29798	*	*	*
COMPUTER	1	10	32000	34270	*	*	*	5	73	27915	32056	*	*	*
ELECTRICAL/ELECTRONIC	5	94	31905	33073	*	*	*	33	737	30434	32943	36000	31380	26252

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	2	+	$29700			
INDUSTRIAL	2	14	$34902	$33673	*	*	*	13	164	$31211	32058	*	*	*
MECHANICAL	18	144	33497	34333	*	*	*	37	891	33013	33897	$36180	$33700	$31000
METALLURGICAL	1	9	36000	33904	*	*	*	4	54	34410	33803	*	*	*
MINING (INCL GEOLOGICAL)	+	+	+	+				1	32	24000	31018	*	*	*
NUCLEAR	+	+	+	+				+	9	+	32895			
PETROLEUM	+	22	+	40664				5	123	38760	38486	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	1	10	23000	29770	*	*	*	22	97	23749	27814	30000	23000	18000
INDUSTRIAL TECHNOLOGY	+	3	+	31500				+	12	+	26042			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	15	+	22263				+	43	+	21949			
ANIMAL SCIENCES	+	8	+	20805				+	23	+	21528			
PLANT SCIENCES	+	2	+	20000				+	6	+	21413			
NATURAL RESOURCES	+	1	+	28080				2	8	21500	21095	*	*	*
OTHER AGRICULTURAL SCIENC	+	5	+	24338				+	23	+	25440			
COMPUTER SCIENCE														
COMPUTER SCIENCE	6	47	31733	31146	*	*	*	30	395	27876	30153	34000	27210	20000
COMPUTER PROGRAMMING	+	+	+	+				+	15	+	29123			
INFORMATION SCIENCES & SY	1	22	33500	30948	*	*	*	5	102	28838	28800	*	*	*
SYSTEMS ANALYSIS	+	2	+	23500				+	3	+	21867			
HEALTH SCIENCES														
ALLIED HEALTH	5	10	28360	29696	*	*	*	37	59	29421	27774	33000	29016	25529
HEALTH SCIENCES	+	1	+	24500				3	26	25000	20944	*	*	*
NURSING	+	3	+	25333				13	55	35983	27964	*	*	*
PHARMACY	+	21	+	40099				2	27	41500	39633	*	*	*
SCIENCES														
ACTUARIAL	+	2	+	22750				+	4	+	25225			
ARCHITECTURAL & ENVIRONME	+	1	+	25000				+	15	+	25927			
BIOLOGICAL	+	7	+	21902				2	30	12720	20410	*	*	*
CHEMISTRY	+	2	+	28840				4	37	24930	27625	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	3	+	23267				1	17	16650	27691	*	*	*
MATHEMATICS	2	8	21023	21746	*	*	*	4	61	20609	25595	*	*	*
PHYSICS	+	+	+	+				2	13	29236	28176	*	*	*
OTHER PHYSICAL & EARTH SC	+	2	+	18400				1	4	26000	20637	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	79	1525						458	8559					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	13	371	$30154	$28512	*	*	*	59	1234	$29287	$27135	$35200	$29040	$27000
ACCOUNTING (PRIVATE)	1	55	27030	27180	*	*	*	12	396	23384	24744	*	*	*
COMMERCIAL BANKING (CNSMR	1	5	32000	25600	*	*	*	1	28	32000	21850	*	*	*
COMMERCIAL BANKING (LENDG	1	10	31200	24920	*	*	*	2	34	21850	23065	*	*	*
INVESTMT BANKING (CORP FN	+	+	+	+				+	13	+	25577			
INVESTMT BANKNG (M & A)	+	+	+	+				+	1	+	24000			
INVESTMT BANKG (REAL EST)	+	1	+	20000				1	4	15000	18875	*	*	*
INVESTMT BANKG (SALES & T	+	+	+	+				1	11	16800	23963	*	*	*
FINANCIAL/TREASURY ANALYS	1	30	26400	28731	*	*	*	9	167	24154	26242	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	+	+	+				+	16	+	21160			
UNDERWRITING	+	16	+	24000				1	71	40290	23705	*	*	*
INSURANCE - CLAIMS	+	6	+	19849				+	51	+	22344			
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	4	+	17145				+	14	+	19295			
MEDIA PLANNING	+	1	+	35000				1	5	16000	25460	*	*	*
REPORTING	+	+	+	+				+	13	+	14975			
PRODUCTION	+	7	+	21377				3	35	23067	24503	*	*	*
PUBLIC RELATIONS	+	11	+	20603				1	30	15236	19384	*	*	*
WRITING / EDITING	+	7	+	21586				1	20	15600	19635	*	*	*
MARKETING														
ADVERTISING	+	5	+	18800				+	17	+	20135			
BRAND/PRODUCT MANAGEMENT	+	11	+	19066				8	68	22725	23855	*	*	*
BUYER/MERCHANDISING	+	37	+	21831				1	99	16000	22841	*	*	*
DISTRIBUTION	+	8	+	29558				+	30	+	26709			
MARKET RESEARCH	+	2	+	27500				3	39	22333	25261	*	*	*
PURCHASING	+	3	+	29293				1	17	32100	24787	*	*	*
SALES	2	87	24400	25831	*	*	*	18	488	24044	24882	*	*	*
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	3	+	21000				+	19	+	19870			
FINANC,TAXA, MONETARY POL	+	4	+	20725				2	42	22750	22802	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				+	7	+	22056			
LAW ENFORCEMENT	+	6	+	21723				+	25	+	22986			
MILITARY	+	3	+	23667				4	26	20754	23803	*	*	*
NATIONAL SECURITY	+	3	+	16867				+	7	+	20229			
URBAN / REGIONAL PLANNING	+	4	+	17892				1	7	11440	17261	*	*	*
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	4	+	24500			
DESIGN / CONSTRUCT	3	63	31233	32387	*	*	*	14	440	25641	30781	*	*	*
ENVIRONMENTAL/SANITATION	2	13	24750	31084	*	*	*	4	81	21505	30503	*	*	*
MANUFACTURING/INDUSTRIAL	10	69	34646	34221	*	*	*	27	480	32719	33740	36360	34620	26000
SYSTEMS / PROGRAMMING	2	14	34500	33901	*	*	*	8	109	31478	32129	*	*	*
POWER SYSTEMS	+	9	+	30940				4	108	28690	32930	*	*	*
SOFTWARE DESIGN & DEVELOP	1	17	31500	33648	*	*	*	2	91	26784	32469	*	*	*
HARDWARE DESIGN & DEVELOP	+	27	+	32988				1	94	38000	33354	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	3	32	$30921	$34059	*	*	*	20	173	$27841	$33937	$37500	$26252	$21204
TESTING	+	16	+	31264				3	82	24084	30457	*	*	*
PROCESS ENGINEERING	6	101	36083	38696	*	*	*	18	553	36151	37480	*	*	*
PROJECT ENGINEERING	4	47	34820	36312	*	*	*	8	403	34547	34231	*	*	*
OTHER ENGINEERING	7	67	32861	33239	*	*	*	42	714	31121	32598	36960	32400	22800
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	1	+	22000				3	19	19167	24503	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	2	+	23916			
MEDICAL TECHNOLOGY	+	4	+	23925				4	28	28007	24349	*	*	*
NURSES / PERSONAL CARE	+	4	+	22120				12	51	34382	27158	*	*	*
OCCUPATIONAL THERAPY	5	5	28360	28360	*	*	*	14	17	28787	29035	*	*	*
PHARMACIST	1	22	26550	39483	*	*	*	3	28	36517	39165	*	*	*
PHYSICAL THERAPY	+	2	+	25545				+	4	+	19045			
RESPIRATORY THERAPY	+	2	+	36828				+	3	+	35885			
OTHER HEALTH RELATED	+	5	+	20876				25	53	29314	24256	33000	30000	23000
SOCIAL SERVICES														
ADMINISTRATION	+	3	+	21240				2	15	14050	20661	*	*	*
COUNSELING	2	8	14600	15363	*	*	*	5	41	15700	16686	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	1	+	15240			
SOCIAL WORK	+	6	+	20408				6	29	14866	16927	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	3	43	28967	30559	*	*	*	19	305	26794	28420	*	*	*
INFORMATION SYSTEMS	4	13	32000	31862	*	*	*	9	107	31556	29174	*	*	*
SYSTEMS ANALYSIS & DESIGN	2	15	35750	30872	*	*	*	12	191	30194	29761	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	2	+	30000				+	10	+	30424			
AGRICULTURE/NAT'L RESOURC	+	19	+	21821				1	55	20000	21431	*	*	*
ARCHITECTURE	+	1	+	25000				+	7	+	25057			
CONSULTING	2	38	34500	29047	*	*	*	10	175	27569	28662	*	*	*
HUMAN RESRCS /INDUS RELS	+	6	+	25033				7	50	20977	22429	*	*	*
MANAGEMENT TRAINEE	1	100	28000	22954	*	*	*	7	594	24503	22256	*	*	*
MATH/STATISTICIANS	2	3	21023	20747	*	*	*	5	16	21301	23501	*	*	*
PARALEGAL	+	+	+	+				+	5	+	19000			
RESEARCHERS NON-TECHNICAL	+	+	+	+				+	5	+	24400			
RESEARCHERS - TECHNICAL	+	+	+	+				+	16	+	29153			
TEACHING	+	48	+	19721				33	366	20157	20511	25200	21100	10440
TOTALS	79	1525						458	8559					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MAPA REGIONAL Report No. 2 MARCH 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	15	+	$37500				2	142	$27500	$31118	*	*	*
MBA--NON-TECH	+	38	+	36570				3	156	29115	33870	*	*	*
MBA--TECH	+	7	+	50757				+	20	+	39435			
MS-BUSINESS	+	6	+	50654				+	7	+	49132			
ECONOMICS & FINANCE (BANK	+	28	+	44118				+	34	+	42209			
HUMAN RESOURCES (INCL LAB	1	1	$35500	35500	*	*	*	3	6	32633	28817	*	*	*
MANAGEMENT INFORMATION SY	+	+	+	+				+	7	+	33886			
MARKETING/MKTNG MGT (RESE	+	12	+	45745				+	14	+	45088			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	1	+	32800				+	6	+	27460			
JOURNALISM	+	1	+	21500				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	15	+	24187			
ELEMENTARY EDUCATION	+	+	+	+				10	26	25657	24472	*	*	*
PHYSICAL EDUCATION	+	+	+	+				+	4	+	24500			
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	+	+	+				+	9	+	23896			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				1	2	21000	16650	*	*	*
LETTERS	+	+	+	+				+	4	+	23500			
VISUAL & PERFORMING ARTS	+	+	+	+				1	2	21325	21163	*	*	*
HUMANITIES - OTHER	+	2	+	35000				+	3	+	35000			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	1	+	12600				+	9	+	23945			
SOCIOLOGY	+	1	+	28000				+	3	+	24267			
SOCIAL SCIENCES - OTHER	+	2	+	25500				+	13	+	30853			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	1	+	40000				+	8	+	35640			
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	+	+	+			
CHEMICAL	+	8	+	40934				1	25	40000	39818	*	*	*

continued

MAPA REGIONAL Report No. 2 MARCH 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	+	10	+	$35110				+	60	+	$34900			
COMPUTER	+	1	+	35200				+	2	+	37400			
ELECTRICAL/ELECTRONIC	+	21	+	41129				1	86	$31490	38078	*	*	*
INDUSTRIAL	+	+	+	+				1	18	36000	36437	*	*	*
MECHANICAL	2	10	$35170	36704	*	*	*	2	82	35170	38000	*	*	*
METALLURGICAL	+	+	+	+				+	16	+	38014			
MINING & MINERAL	+	+	+	+				+	13	+	35085			
NUCLEAR	+	+	+	+				+	2	+	37800			
PETROLEUM	+	4	+	42300				2	22	52020	43523	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	2	+	21091			
HEALTH SCIENCES	+	1	+	25000				+	4	+	26500			
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				1	5	20195	27239	*	*	*
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	1	+	28080			
BIOLOGICAL	+	+	+	+				+	2	+	24679			
CHEMISTRY	+	+	+	+				+	7	+	32486			
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	2	44000	45500	*	*	*	2	59	42400	36904	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	25	+	36393			
MATHEMATICS (INCL ACTUARI	+	1	+	35000				+	8	+	26900			
PHYSICS	+	+	+	+				1	3	22356	27219	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	4	174						31	939					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 2/8/91 THROUGH 3/8/91

CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	35	+	$51463				+	72	+	$44058			
MBA--TECH	+	8	+	54688				+	15	+	47100			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	33	+	53455				2	73	$30500	45901	*	*	*
MBA--TECH	+	27	+	57141				+	30	+	55584			
OVER 4 YEARS														
MBA--NON-TECH	+	20	+	57315				21	69	41852	47032	$50000	$38000	$32000
MBA--TECH	+	14	+	54693				14	30	44836	48400	*	*	*
TOTALS	+	137						37	289					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	+	+	+				+	5	+	$54220			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	$43000				+	5	+	37214			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	1	+	30000			
FOREIGN LANGUAGES	+	1	+	45739				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	3	+	50000				+	5	+	50540			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	3	+	46027			
CHEMICAL	+	3	+	53820				+	12	+	52177			
CIVIL	+	+	+	+				+	5	+	41399			
COMPUTER	+	1	+	45000				+	2	+	52250			
ELECTRICAL/ELECTRONIC	+	1	+	36000				+	9	+	56133			
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	1	+	36000				+	3	+	43468			
METALLURGICAL	+	3	+	47000				+	8	+	45930			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	1	+	36000			
BIOLOGICAL	+	+	+	+				+	1	+	33550			
CHEMISTRY	+	3	+	49000				+	34	+	49060			
GEOLOGICAL (INCL GEOPHYS)	+	2	+	56000				+	7	+	50549			
MATHEMATICS	+	1	+	54400				+	6	+	38483			
PHYSICS	+	1	+	40000				+	2	+	40000			
POLYMER	+	1	+	53400				+	1	+	53400			
TOTALS	+	22						+	114					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MARCH 1991 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	29534 58 36300/27000			29067 3				35000 1	
BUSINESS ADMIN (INCL MGMT	31500 1				32000 1			31500 1	
MANAGEMENT INFO SYSTEMS					18000 1		24000 1		
MARKETING/MARK MGMT (RESR					16800 1			19000 1	
TELECOMMUN/BROADCASTING						21300 4			
PRE-ELEMENTARY EDUCATION								10000 1	
LETTERS (incl English, Li							30000 1		
CHEMICAL									32000 1
CIVIL									27996 1
INDUSTRIAL								30846 2	
MECHANICAL									32733 3
MINING (INCL GEOLOGICAL)									24000 1
PETROLEUM									33600 1
ENGINEERING TECHNOLOGY		15000 1					24440 1	23000 1	
NATURAL RESOURCES								21500 2	
COMPUTER SCIENCE	32000 1		28000 1	25900 2		24900 1	25714 7	38000 2	
INFORMATION SCIENCES & SY							24497 3		
PHYSICS								25200 1	

AVERAGE SALARY OFFERS MARCH 1991 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BUSINESS ADMIN (INCL MGMT						23280 9			
ECONOM & FINANCE (BANKING	13500 2			40290 1		22000 1			
MARKETING/MARK MGMT (RESR	30000 1		17500 2			20400 5			17680 1
COMMUNICATIONS	12500 1					28000 1			
JOURNALISM									15600 1
TELECOMMUN/BROADCASTING				21600 1		20000 1			
MERCHANDISING MANAGEMENT						16000 1			
LETTERS (incl English, Li								19000 1	
POLITICAL SCIENCE/GOVT		14820 1							
PSYCHOLOGY						18733 3	12000 1		
ENGINEERING TECHNOLOGY						29750 2			
COMPUTER SCIENCE						18000 2			
PHARMACY						41500 2			

AVERAGE SALARY OFFERS MARCH 1991 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			27500 1	24396 1		23000 1	20110 2		
BUSINESS ADMIN (INCL MGMT					26500 1		11440 1		17500 1
ECONOM & FINANCE (BANKING			26220 2			20195 2			16160 1
MANAGEMENT INFO SYSTEMS							22500 1		
MARKETING/MARK MGMT (RESR						14924 1			
ELEMENTARY EDUCATION					21407 7				
PRE-ELEMENTARY EDUCATION					12275 4				
SPECIAL EDUCATION					24547 9				
FOREIGN LANGUAGES						16644 1			
LETTERS (incl English, Li					26500 1				
VISUAL & PERFORMING ARTS					22813 3				
PSYCHOLOGY					22000 1				
SOCIAL SCIENCES-OTHER			13520 1			22000 1			18000 1
AEROSPACE & AERONAUTICAL						26252 2			
CHEMICAL				37500 1		21201 1			
CIVIL						22067 1			
COMPUTER						24858 3			
ELECTRICAL/ELECTRONIC				31504 5		25541 14			
INDUSTRIAL			30000 1			23926 2			
MECHANICAL				34433 3		23255 3			
ENGINEERING TECHNOLOGY			20000 1	17000 2	21000 1	22800 1			
COMPUTER SCIENCE			44700 1			26252 1	16120 1		23367 3
ALLIED HEALTH					27000 1			29590 34 45000/26000	27765 2

AVERAGE SALARY OFFERS MARCH 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
HEALTH SCIENCES								25500 2	24000 1
NURSING								35983 13	
BIOLOGICAL					12720 2				
CHEMISTRY						27720 1		18000 1	
GEOLOGY & GEOLOGICAL SCI						16650 1			
MATHEMATICS						20609 4			
PHYSICS					33272 1				
OTHER PHYSICAL & EARTH SC					26000 1				

AVERAGE SALARY OFFERS MARCH 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BUSINESS ADMIN (INCL MGMT			15236 1						32000 3
MARKETING/MARK MGMT (RESR									24070 1
COMMUNICATIONS			12000 1						
ELEMENTARY EDUCATION			12980 3						
PRE-ELEMENTARY EDUCATION			13119 4						
SPECIAL EDUCATION			20500 2						
VISUAL & PERFORMING ARTS			19200 1						
PSYCHOLOGY			14950 4						
SOCIOLOGY			17200 1						
SOCIAL SCIENCES-OTHER			16067 3						
AEROSPACE & AERONAUTICAL					32000 1				
CHEMICAL									36554 23 38500/35400
CIVIL								25200 1	30000 1
COMPUTER									32000 1
ELECTRICAL/ELECTRONIC					32400 1		36000 1		35400 1
INDUSTRIAL							34200 1		33168 3
MECHANICAL					31000 1		32133 3		35400 3
ENGINEERING TECHNOLOGY							18000 1	30000 1	
COMPUTER SCIENCE									31000 1
INFORMATION SCIENCES & SY									35350 2
CHEMISTRY									27000 2

AVERAGE SALARY OFFERS MARCH 1991 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING		24100 3				23000 1			
BUSINESS ADMIN (INCL MGMT									20000 1
ECONOM & FINANCE (BANKING	27030 1	24900 3							24930 2
MANAGEMENT INFO SYSTEMS		33500 2							
CHEMICAL		36960 1							
COMPUTER		33000 1							
ELECTRICAL/ELECTRONIC		35214 9						34250 2	
INDUSTRIAL					33600 1			34800 1	
MECHANICAL	25000 1	34760 11			34828 5			31500 1	35900 2
METALLURGICAL					34410 4				
PETROLEUM									40050 4
ENGINEERING TECHNOLOGY	38000 1	22667 3		23400 1	26000 1				
COMPUTER SCIENCE	33900 1	35500 2			27673 3			31500 1	

AVERAGE SALARY OFFERS MARCH 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							26275 2
BUSINESS ADMIN (INCL MGMT	25500 1						
MARKETING/MARK MGMT (RESR				46800 1			26000 1
ADVERTISING							18700 1
ELEMENTARY EDUCATION						10000 1	
AEROSPACE & AERONAUTICAL							26000 1
INDUSTRIAL				32100 1			32000 1
MECHANICAL							31800 1
ENGINEERING TECHNOLOGY			19500 1				26613 3

AVERAGE SALARY OFFERS MARCH 1991 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	29568 59 36300/27000			29067 3	22267 3	21300 4	27000 2	23875 4	
BACHELOR - TECHNICAL	32000 1	15000 1	28000 1	25900 2		24900 1	25267 11	28612 8	30828 7

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	17375 4	14820 1	17500 2	30945 2		21606 21 33000/18000	12000 1	19009 1	16640 2
BACHELOR - TECHNICAL						29750 6			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL			23365 4	24396 1	21666 26 40320/15700	19493 6	18540 4		17220 3
BACHELOR - TECHNICAL			31567 3	30211 11	22119 6	24159 34 27720/21023	16120 1	30857 50 55200/25400	24938 6

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL			15203 20 26000/10440						30018 4
BACHELOR - TECHNICAL					31800 3		30767 6	27600 2	35123 37 38500/31500

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	27030 1	26750 8				23000 1			23287 3
BACHELOR - TECHNICAL	32300 3	33639 27 39200/33000		23400 1	32457 14			33260 5	38667 6

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	25500 1			46800 1		10000 1	
BACHELOR - TECHNICAL			19500 1	32100 1			

AVERAGE SALARY OFFERS MARCH 1991 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	29534 58 36300/27000	23742 10	32000 1	31200 1					
ECONOM & FINANCE (BANKING		21595 2					15000 1		24154 9
MARKETING/MARK MGMT (RESR	14924 1							16800 1	
COMMUNICATIONS				12500 1					

AVERAGE SALARY OFFERS MARCH 1991 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT								15236 1	
ECONOM & FINANCE (BANKING		40290 1							
JOURNALISM									15600 1
TELECOMMUN/BROADCASTING					16000 1		23067 3		

AVERAGE SALARY OFFERS MARCH 1991 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									23000 1
BUSINESS ADMIN (INCL MGMT		22750 2					22333 3		
ECONOM & FINANCE (BANKING		22000 1							
MANAGEMENT INFO SYSTEMS							24000 1		22500 1
MARKETING/MARK MGMT (RESR		24870 4			15000 1		25500 4		
ADVERTISING							18700 1		
TELECOMMUN/BROADCASTING							21600 1		
MERCHANDISING MANAGEMENT			16000 1						
LETTERS (incl English, Li					19000 1				
POLITICAL SCIENCE/GOVT		14820 1							
PSYCHOLOGY							18100 2		
CHEMICAL							33000 1		
INDUSTRIAL						32100 1			
MECHANICAL					33000 1		38800 1		
ENGINEERING TECHNOLOGY							29750 2		
COMPUTER SCIENCE							16000 2		

AVERAGE SALARY OFFERS MARCH 1991 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT					11440 1				
FOREIGN LANGUAGES			16644 1						
SOCIAL SCIENCES-OTHER			22000 1					13520 1	
AEROSPACE & AERONAUTICAL									26000 1
CHEMICAL									37500 1
CIVIL							23634 2		30000 1
ELECTRICAL/ELECTRONIC							36000 1		36400 3
INDUSTRIAL									33800 3
MECHANICAL							32625 4	26500 1	33831 16
ENGINEERING TECHNOLOGY							20000 6	23000 1	19000 2
NATURAL RESOURCES								23000 1	
CHEMISTRY			27720 1						
GEOLOGY & GEOLOGICAL SCI			16650 1						
PHYSICS							25200 1		

AVERAGE SALARY OFFERS MARCH 1991 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
MARKETING/MARK MGMT (RESR									19000 1
AEROSPACE & AERONAUTICAL					26252 1	32000 1			26252 1
CHEMICAL					33050 4		36336 17	36760 2	37230 2
CIVIL									27996 1
COMPUTER			22067 1		26254 2				
ELECTRICAL/ELECTRONIC	31607 4	31587 3			27188 10			32726 2	30059 10
INDUSTRIAL						26252 1			30717 6
MECHANICAL	34500 2				21204 1			34350 4	31966 7
METALLURGICAL									34410 4
MINING (INCL GEOLOGICAL)									24000 1
PETROLEUM									38760 5
ENGINEERING TECHNOLOGY	28200 2	20000 1		38000 1	19500 1				24767 3
COMPUTER SCIENCE			31500 1						
BIOLOGICAL						14000 1			
CHEMISTRY							33000 1		21000 1
PHYSICS					33272 1				

AVERAGE SALARY OFFERS MARCH 1991 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING						26550 1			
BUSINESS ADMIN (INCL MGMT	17500 1								
SPECIAL EDUCATION									19050 2
SOCIAL SCIENCES-OTHER									13000 1
ALLIED HEALTH	22000 1		28007 4		28847 13				30503 19
HEALTH SCIENCES					28000 1				23500 2
NURSING				34382 12					55200 1
PHARMACY						41500 2			
CHEMISTRY	18000 1								

AVERAGE SALARY OFFERS MARCH 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT						32000 4			
MANAGEMENT INFO SYSTEMS					18000 1	33500 2			
COMMUNICATIONS		12000 1							
ELEMENTARY EDUCATION	18100 1			10000 1					
PRE-ELEMENTARY EDUCATION	10000 1			15496 1					
LETTERS (incl English, Li							30000 1		
PSYCHOLOGY		15650 2		14250 2					
SOCIOLOGY		17200 1							
SOCIAL SCIENCES-OTHER		18000 1		17600 2					
COMPUTER						32500 2			
ENGINEERING TECHNOLOGY							24440 1		
NATURAL RESOURCES									20000 1
COMPUTER SCIENCE					27682 17		29743 7		
INFORMATION SCIENCES & SY					20500 1	24000 1	33231 3		

AVERAGE SALARY OFFERS MARCH 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING		HUMAN RESRCS /		MANAGEMENT TRA		MATH/STATISTIC		PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING	
ACCOUNTING		35000	1											
BUSINESS ADMIN (INCL MGMT		31500	2	21833	3	25881	4							
ECONOM & FINANCE (BANKING		12000	1											
MARKETING/MARK MGMT (RESR				21000	1	20000	1	24070	1					
COMMUNICATIONS						28000	1							
TELECOMMUN/BROADCASTING				20000	1									
ELEMENTARY EDUCATION				—									18966	9
PRE-ELEMENTARY EDUCATION		10000	1										12680	6
SPECIAL EDUCATION													24869	9
LETTERS (incl English, Li													26500	1
VISUAL & PERFORMING ARTS													21910	4
PSYCHOLOGY				12000	1	20000	1						22000	1
INDUSTRIAL		30846	2											
ENGINEERING TECHNOLOGY				28340	1								21000	1
COMPUTER SCIENCE		31333	3											
BIOLOGICAL											—		11440	1
MATHEMATICS								20609	4					
OTHER PHYSICAL & EARTH SC													26000	1

AVERAGE SALARY OFFERS MARCH 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	29287 59 36300/27000	23384 12	32000 1	21850 2			15000 1	16800 1	24154 9
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL		40290 1			16000 1		23067 3	15236 1	15600 1
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL		22725 8	16000 1		17000 2		22458 12		22750 2
BACHELOR - TECHNICAL					33000 1	32100 1	27217 6		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL			19322 2		11440 1			13520 1	
BACHELOR - TECHNICAL			22185 2				25641 14	24167 3	32719 27 37500/26000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	31478 8	28690 4	26784 2	38000 1	27841 20 38500/21204	24084 3	36151 18	34547 8	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	17500 1					26550 1			
BACHELOR - TECHNICAL	20000 2		28007 4	34382 12	28787 14	41500 2			

AVERAGE SALARY OFFERS MARCH 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	14050 2	15700 5		14866 6	18000 1	32500 6	30000 1		
BACHELOR - TECHNICAL					27283 18	29667 3	30212 11		20000 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		24000 5	19750 6	24503 7	24070 1				20224 30 40320/10400
BACHELOR - TECHNICAL		31138 5	28340 1		20609 4				19480 3

AVERAGE SALARY OFFERS MARCH 1991 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH				32172 2					
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							23000 1
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 3 April 1991

MIDDLE ATLANTIC REGION (MAPA)

Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson-Rutherford
Fairleigh Dickinson-Teaneck
Fairmont State College
Franklin & Marshall College
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
Howard University
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Lycoming College
Mansfield University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State-Behrend College
Penn State-Capitol Campus
University of Pennsylvania
University of Pittsburgh
Princeton University
Ramapo College of NJ
Rutgers University-Camden-Arts & Science
Rutgers University-Newark
Rutgers University-New Brunswick
University of Scranton
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Thomas Jefferson University
Trenton State University
Villanova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener College
William Paterson College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Middle Atlantic** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (March 8, 1991 through April 5, 1991) and cumulatively (September 1, 1990, and April 5, 1991). The block tables list data for the cumulative period and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 3/8/91 THROUGH 4/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	24	574	$27148	$26200	$30000	$27500	$24300	94	1888	$28521	$26675	$33000	$28250	$24396
BUSINESS ADMIN (INCL MGMT	10	158	20070	23583	*	*	*	21	496	24605	23354	32000	25000	18000
DISTRIBUTION MANAGEMENT	1	1	24000	24000	*	*	*	1	9	24000	27211	*	*	*
ECONOM & FINANCE (BANKING	4	237	27028	26242	*	*	*	18	618	23205	25520	*	*	*
HOTEL/RESTAURANT MGMT.	+	1	+	22000				+	39	+	21121			
HUMAN RSRCS (incl LABOR R	+	7	+	22929				+	50	+	23885			
MANAGEMENT INFO SYSTEMS	2	101	26500	28043	*	*	*	6	197	27750	28044	*	*	*
MARKETING/MARK MGMT (RESR	12	215	24050	23554	*	*	*	20	584	23854	23723	31000	21300	15000
REAL ESTATE	+	1	+	21000				+	5	+	20264			
COMMUNICATIONS														
ADVERTISING	+	6	+	18917				1	39	18700	21478	*	*	*
COMMUNICATIONS	1	36	12500	21960	*	*	*	3	116	17500	21733	*	*	*
JOURNALISM	1	15	15600	20531	*	*	*	1	66	15600	19422	*	*	*
TELECOMMUN/BROADCASTING	3	8	19200	21650	*	*	*	6	22	21133	23109	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	1	36	10000	20006	*	*	*	11	198	18072	19963	*	*	*
PRE-ELEMENTARY EDUCATION	5	6	11100	12967	*	*	*	11	27	12052	16647	*	*	*
PHYSICAL EDUCATION	+	5	+	21978				+	21	+	19120			
SPECIAL EDUCATION	3	8	20683	20831	*	*	*	13	39	23498	22956	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	5	+	21100				+	12	+	19392			
TEXTILES & CLOTHING	+	5	+	23600				+	27	+	21241			
MERCHANDISING MANAGEMENT	+	+	+	+				1	24	16000	21388	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	1	2	18000	23250	*	*	*	2	16	17322	21220	*	*	*
LETTERS (incl English, Li	1	10	30000	22641	*	*	*	3	58	25167	21734	*	*	*
VISUAL & PERFORMING ARTS	+	5	+	23800				4	44	21910	19873	*	*	*
HUMANITIES - OTHER	+	5	+	21360				+	37	+	21789			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	9	+	20455				+	39	+	20759			
HISTORY	+	4	+	22000				+	25	+	20629			
POLITICAL SCIENCE/GOVT	1	14	14820	23030	*	*	*	1	66	14820	21998	*	*	*
PSYCHOLOGY	8	21	17400	20416	*	*	*	11	83	17382	19250	*	*	*
SOCIOLOGY	+	4	+	15878				1	38	17200	18943	*	*	*
SOCIAL SCIENCES-OTHER	1	6	13520	21360	*	*	*	6	59	16953	19456	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	22	+	30087				4	85	27626	30188	*	*	*
AGRICULTURAL	+	6	+	30667				+	20	+	31350			
ARCHITECTURAL	+	9	+	29804				+	33	+	30709			
BIOENGINEERING & BIOMEDIC	+	2	+	30000				+	6	+	27917			
CHEMICAL	8	384	36783	37002	*	*	*	35	812	36076	37178	38000	36960	33000
CIVIL	3	101	28667	30703	*	*	*	7	434	27323	29764	*	*	*
COMPUTER	1	28	31490	31593	*	*	*	6	87	28511	32126	*	*	*
ELECTRICAL/ELECTRONIC	7	326	31860	33060	*	*	*	40	875	30683	33049	36360	31380	26252

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	2	+	$29700			
INDUSTRIAL	3	79	$30700	$32440	*	*	*	16	206	$31116	32179	*	*	*
MECHANICAL	6	352	34082	33835	*	*	*	43	1034	33162	33980	$36180	$33700	$31000
METALLURGICAL	2	27	32400	33424	*	*	*	6	77	33740	33688	*	*	*
MINING (INCL GEOLOGICAL)	+	4	+	31900				1	36	24000	31116	*	*	*
NUCLEAR	+	5	+	32160				+	13	+	32627			
PETROLEUM	+	29	+	35944				5	126	38760	38467	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	10	43	21976	26856	*	*	*	25	107	23610	27839	30000	23000	18000
INDUSTRIAL TECHNOLOGY	+	+	+	+				+	12	+	26042			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	12	+	21995				+	47	+	22115			
ANIMAL SCIENCES	+	3	+	23000				+	23	+	21528			
PLANT SCIENCES	+	+	+	+				+	6	+	21413			
NATURAL RESOURCES	2	3	23000	21133	*	*	*	3	9	22000	21307	*	*	*
OTHER AGRICULTURAL SCIENC	+	3	+	22401				+	23	+	25440			
COMPUTER SCIENCE														
COMPUTER SCIENCE	14	170	25790	30900	*	*	*	33	470	28167	30258	33900	27600	20000
COMPUTER PROGRAMMING	1	5	29000	29440	*	*	*	1	17	29000	28914	*	*	*
INFORMATION SCIENCES & SY	+	26	+	29499				5	127	28838	29020	*	*	*
SYSTEMS ANALYSIS	+	1	+	24960				+	4	+	22640			
HEALTH SCIENCES														
ALLIED HEALTH	2	3	23765	21943	*		*	37	59	29421	27774	33000	29016	25529
HEALTH SCIENCES	1	3	24000	20216	*	*	*	3	27	25000	21095	*	*	*
NURSING	12	19	35898	33294	*	*	*	14	56	35770	28054	*	*	*
PHARMACY	+	+	+	+				2	27	41500	39633	*	*	*
SCIENCES														
ACTUARIAL	+	1	+	33240				+	5	+	26828			
ARCHITECTURAL & ENVIRONME	+	5	+	27860				+	16	+	26463			
BIOLOGICAL	2	12	12720	17865	*	*	*	2	37	12720	20103	*	*	*
CHEMISTRY	3	24	24560	28572	*	*	*	7	47	24771	27716	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	8	+	31450				1	22	16650	28525	*	*	*
MATHEMATICS	2	21	25512	29409	*	*	*	6	68	22243	26213	*	*	*
PHYSICS	2	7	29236	28098	*	*	*	2	13	29236	28176	*	*	*
OTHER PHYSICAL & EARTH SC	1	1	26000	26000	*	*	*	1	4	26000	20637	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	161	3249						540	10014					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	19	440	$27713	$26922	*	*	*	77	1452	$29006	$27250	$33000	$28500	$27000
ACCOUNTING (PRIVATE)	6	148	25033	24583	*	*	*	16	456	23944	24800	*	*	*
COMMERCIAL BANKING (CNSMR	+	20	+	22113				1	44	32000	21978	*	*	*
COMMERCIAL BANKING (LENDG	1	27	12500	24981	*	*	*	2	58	21850	24107	*	*	*
INVESTMT BANKING (CORP FN	+	10	+	29970				+	20	+	27875			
INVESTMT BANKNG (M & A)	+	1	+	33000				+	2	+	28500			
INVESTMT BANKG (REAL EST)	+	+	+	+				1	4	15000	18875	*	*	*
INVESTMT BANKG (SALES & T	1	9	16800	22310	*	*	*	1	15	16800	22439	*	*	*
FINANCIAL/TREASURY ANALYS	1	75	21600	27348	*	*	*	10	212	23899	26655	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	12	+	20822				+	23	+	21655			
UNDERWRITING	2	27	37645	24899	*	*	*	2	82	37645	24056	*	*	*
INSURANCE - CLAIMS	1	17	18000	22332	*	*	*	1	62	18000	22483	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	1	5	19200	18720	*	*	*	1	18	19200	19429	*	*	*
MEDIA PLANNING	1	3	16000	21100	*	*	*	1	5	16000	25460	*	*	*
REPORTING	+	3	+	13133				+	13	+	14975			
PRODUCTION	+	7	+	29543				3	36	23067	24706	*	*	*
PUBLIC RELATIONS	1	5	15236	21923	*	*	*	1	32	15236	19840	*	*	*
WRITING / EDITING	1	3	15600	19967	*	*	*	1	22	15600	19864	*	*	*
MARKETING														
ADVERTISING	+	6	+	19917				+	20	+	20465			
BRAND/PRODUCT MANAGEMENT	3	44	20740	24185	*	*	*	9	85	23800	23932	*	*	*
BUYER/MERCHANDISING	+	36	+	24572				1	126	16000	23303	*	*	*
DISTRIBUTION	+	12	+	25337				+	34	+	26362			
MARKET RESEARCH	+	14	+	24264				3	46	22333	24914	*	*	*
PURCHASING	+	5	+	26844				1	20	32100	25270	*	*	*
SALES	14	183	23800	24974	*	*	*	21	586	24486	25102	31000	26000	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	1	+	20000				+	20	+	19876			
FINANC,TAXA, MONETARY POL	+	10	+	24853				2	47	22750	23040	*	*	*
ECONOMIC PROGRAMS	+	4	+	22198				+	7	+	22056			
LAW ENFORCEMENT	+	12	+	23399				+	32	+	23152			
MILITARY	1	4	22000	26625	*	*	*	5	28	21003	23817	*	*	*
NATIONAL SECURITY	+	+	+	+				+	7	+	20229			
URBAN / REGIONAL PLANNING	1	2	11440	21720	*	*	*	1	8	11440	19104	*	*	*
ENGINEERING														
BIOENGINEERING	+	2	+	30000				+	6	+	26333			
DESIGN / CONSTRUCT	6	149	20533	30257	*	*	*	15	502	25131	30779	*	*	*
ENVIRONMENTAL/SANITATION	3	18	19840	31854	*	*	*	5	87	21804	30721	*	*	*
MANUFACTURING/INDUSTRIAL	5	196	28940	33948	*	*	*	31	579	32584	33800	36300	34200	27000
SYSTEMS / PROGRAMMING	+	46	+	32349				8	133	31478	32328	*	*	*
POWER SYSTEMS	+	34	+	34807				4	123	28690	33179	*	*	*
SOFTWARE DESIGN & DEVELOP	1	43	32890	32158	*	*	*	3	112	28819	32283	*	*	*
HARDWARE DESIGN & DEVELOP	+	16	+	32884				1	107	38000	33253	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	3	67	$34911	$35220	*	*	*	22	203	$28558	$34006	$37500	$26254	$21204
TESTING	3	24	21893	29680	*	*	*	5	96	24786	30524	*	*	*
PROCESS ENGINEERING	6	276	37133	37502	*	*	*	24	651	36397	37560	38000	36960	33000
PROJECT ENGINEERING	+	217	+	33411				8	503	34547	34230	*	*	*
OTHER ENGINEERING	17	307	31265	33141	*	*	*	58	791	31373	32700	36540	32400	22061
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	2	4	19750	23125	*	*	*	3	19	19167	24503	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	2	+	23916			
MEDICAL TECHNOLOGY	1	3	25529	18343	*	*	*	4	29	28007	23854	*	*	*
NURSES / PERSONAL CARE	11	18	34144	32077	*	*	*	13	52	34275	27270	*	*	*
OCCUPATIONAL THERAPY	+	2	+	40750				14	18	28787	29866	*	*	*
PHARMACIST	+	+	+	+				3	28	36517	39165	*	*	*
PHYSICAL THERAPY	+	1	+	11648				+	4	+	19045			
RESPIRATORY THERAPY	+	1	+	28000				+	4	+	33914			
OTHER HEALTH RELATED	2	6	39600	24449	*	*	*	25	55	29314	24038	33000	30000	23000
SOCIAL SERVICES														
ADMINISTRATION	1	3	11000	18000	*	*	*	3	18	13033	20218	*	*	*
COUNSELING	2	9	15650	18655	*	*	*	5	43	15700	16696	*	*	*
FUNDRAISING / DEVELOPMENT	+	1	+	15240				+	1	+	15240			
SOCIAL WORK	3	10	12833	16940	*	*	*	6	33	14866	17176	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	8	130	25834	28713	*	*	*	20	361	26821	28561	33000	26536	20000
INFORMATION SYSTEMS	2	54	31000	30247	*	*	*	11	144	31455	29398	*	*	*
SYSTEMS ANALYSIS & DESIGN	4	87	26125	29178	*	*	*	12	221	30194	29679	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	3	+	29747				+	11	+	30680			
AGRICULTURE/NAT'L RESOURC	+	6	+	18863				1	56	20000	21504	*	*	*
ARCHITECTURE	+	2	+	27750				+	8	+	26238			
CONSULTING	3	87	23667	29310	*	*	*	12	230	28058	28933	*	*	*
HUMAN RESRCS /INDUS RELS	6	15	19750	20900	*	*	*	7	57	20977	22394	*	*	*
MANAGEMENT TRAINEE	4	169	26931	23850	*	*	*	10	667	25522	22560	*	*	*
MATH/STATISTICIANS	3	9	24015	23633	*	*	*	8	20	22319	23651	*	*	*
PARALEGAL	+	2	+	17500				+	7	+	18571			
RESEARCHERS NON-TECHNICAL	+	5	+	22405				+	7	+	23860			
RESEARCHERS - TECHNICAL	1	15	22000	27997	*	*	*	1	22	22000	28596	*	*	*
TEACHING	10	69	17775	20553	*	*	*	37	382	20040	20506	25200	21100	10400
TOTALS	161	3249						540	10014					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MAPA REGIONAL Report No. 3 APRIL 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	42	+	$30421				2	159	$27500	$31213	*	*	*
MBA--NON-TECH	1	83	$36000	38952	*	*	*	4	222	30836	35769	*	*	*
MBA--TECH	+	30	+	38152				+	49	+	39026			
MS-BUSINESS	+	6	+	39587				+	12	+	45120			
ECONOMICS & FINANCE (BANK	+	51	+	43655				+	84	+	43268			
HUMAN RESOURCES (INCL LAB	+	15	+	38488				3	19	32633	37222	*	*	*
MANAGEMENT INFORMATION SY	+	3	+	30000				+	10	+	32720			
MARKETING/MKTNG MGT (RESE	+	36	+	46381				+	50	+	46019			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	+	+	+				+	6	+	27460			
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	6	+	21683				+	15	+	24187			
ELEMENTARY EDUCATION	+	2	+	25250				10	26	25657	24472	*	*	*
PHYSICAL EDUCATION	+	1	+	35000				+	4	+	24500			
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	4	+	21319				+	9	+	23896			
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	12300				1	2	21000	16650	*	*	*
LETTERS	+	1	+	32500				+	4	+	23500			
VISUAL & PERFORMING ARTS	+	1	+	21000				1	2	21325	21163	*	*	*
HUMANITIES - OTHER	1	1	20004	20004	*	*	*	1	4	20004	31251	*	*	*
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	1	+	16900				+	9	+	23945			
SOCIOLOGY	+	1	+	20800				+	3	+	24267			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	13	+	30853			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	+	+	+				+	8	+	35640			
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	1	+	30000				+	1	+	30000			
CHEMICAL	+	12	+	38827				1	35	40000	39587	*	*	*

continued

MAPA REGIONAL Report No. 3 APRIL 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	+	6	+	$34617				+	64	+	$34902			
COMPUTER	+	+	+	+				+	2	+	37400			
ELECTRICAL/ELECTRONIC	+	25	+	38059				1	100	$31490	38353	*	*	*
INDUSTRIAL	+	7	+	35639				1	20	36000	36193	*	*	*
MECHANICAL	1	39	$39720	38484	*	*	*	3	105	36687	38121	*	*	*
METALLURGICAL	+	1	+	36000				+	17	+	37896			
MINING & MINERAL	+	1	+	34000				+	14	+	35007			
NUCLEAR	+	+	+	+				+	2	+	37800			
PETROLEUM	+	3	+	39567				2	23	52020	43687	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	21962				+	3	+	21962			
HEALTH SCIENCES	+	10	+	26000				+	13	+	26231			
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	27750				1	6	20195	26116	*	*	*
ARCHITECTURAL & ENVIRONME	+	1	+	28080				+	1	+	28080			
BIOLOGICAL	+	1	+	18700				+	3	+	22686			
CHEMISTRY	+	5	+	34680				+	7	+	32486			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	19	+	39726				2	70	42400	37334	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	10	+	36222				+	25	+	36393			
MATHEMATICS (INCL ACTUARI	+	4	+	29950				+	10	+	28620			
PHYSICS	+	+	+	+				1	3	22356	27219	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	3	435						34	1241					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	32	+	$47233				+	98	+	$45306			
MBA--TECH	+	17	+	49794				+	31	+	48710			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	73	+	50025				2	133	$30500	48700	*	*	*
MBA--TECH	+	31	+	52978				+	60	+	54414			
OVER 4 YEARS														
MBA--NON-TECH	+	35	+	47809				21	100	41852	47425	$50000	$38000	$32000
MBA--TECH	+	24	+	55808				14	54	44836	51693	*	*	*
TOTALS	+	212						37	476					

1 Years of previous full-time, nonmilitary employment
* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	4	+	$54750				+	9	+	$54456			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	5	+	37214			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	1	+	30000			
FOREIGN LANGUAGES	+	+	+	+				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	5	+	50540			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	3	+	46027			
CHEMICAL	+	9	+	53204				+	16	+	52235			
CIVIL	1	3	$42000	40332	*	*	*	1	6	$42000	41499	*	*	*
COMPUTER	+	+	+	+				+	2	+	52250			
ELECTRICAL/ELECTRONIC	+	2	+	58500				+	10	+	56220			
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	1	+	53760				+	4	+	46041			
METALLURGICAL	+	2	+	48600				+	10	+	46464			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	1	+	36000			
BIOLOGICAL	+	3	+	30333				+	4	+	31138			
CHEMISTRY	+	34	+	49370				+	49	+	48533			
GEOLOGICAL (INCL GEOPHYS)	+	3	+	52847				+	9	+	52871			
MATHEMATICS	+	+	+	+				+	6	+	38483			
PHYSICS	+	+	+	+				+	2	+	40000			
POLYMER	+	1	+	52200				+	2	+	52800			
TOTALS	1	62						1	148					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS APRIL 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	29191 76 36300/27000			29067 3				35000 1	
BUSINESS ADMIN (INCL MGMT	31500 1				32000 1			31500 1	
MANAGEMENT INFO SYSTEMS					18000 1		24000 1		
MARKETING/MARK MGMT (RESR					16800 1			25000 2	
TELECOMMUN/BROADCASTING						21300 4			
PRE-ELEMENTARY EDUCATION								10000 1	
LETTERS (incl English, Li							30000 1		
PSYCHOLOGY		19200 1							
CHEMICAL									32000 1
CIVIL								30000 1	27996 1
INDUSTRIAL								30846 2	
MECHANICAL									32733 3
MINING (INCL GEOLOGICAL)									24000 1
PETROLEUM									33600 1
ENGINEERING TECHNOLOGY		15000 1					24440 1	23000 1	
NATURAL RESOURCES								21500 2	
COMPUTER SCIENCE	32000 1		28000 1	25900 2		24900 1	26611 8	38000 2	
INFORMATION SCIENCES & SY							24497 3		
PHYSICS								25200 1	

AVERAGE SALARY OFFERS APRIL 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING						28000 1			
BUSINESS ADMIN (INCL MGMT						23280 9			
DISTRIBUTION MANAGEMENT						24000 1			
ECONOM & FINANCE (BANKING	13500 2			32745 2		22000 1			
MANAGEMENT INFO SYSTEMS				35000 1					
MARKETING/MARK MGMT (RESR	30000 1		17500 2			20400 5			17680 1
COMMUNICATIONS	12500 1					28000 1			
JOURNALISM									15600 1
TELECOMMUN/BROADCASTING				21600 1		20000 1			
MERCHANDISING MANAGEMENT						16000 1			
FOREIGN LANGUAGES				18000 1					
LETTERS (incl English, Li								19000 1	
POLITICAL SCIENCE/GOVT		14820 1							
PSYCHOLOGY						18733 3	12000 1		
ENGINEERING TECHNOLOGY						29750 2			
COMPUTER SCIENCE						18000 2			
PHARMACY						41500 2			

AVERAGE SALARY OFFERS APRIL 1991 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			27500 1	24396 1		23000 1	20110 2		
BUSINESS ADMIN (INCL MGMT					26500 1		11440 1		17500 1
ECONOM & FINANCE (BANKING		21600 1	26220 2			20471 3			16160 1
MANAGEMENT INFO SYSTEMS							22500 1		
MARKETING/MARK MGMT (RESR						14924 1			
ELEMENTARY EDUCATION					21407 7				
PRE-ELEMENTARY EDUCATION					12275 4				
SPECIAL EDUCATION					24447 10				
FOREIGN LANGUAGES						16644 1			
LETTERS (incl English, Li					26500 1				
VISUAL & PERFORMING ARTS					22813 3				
PSYCHOLOGY					22000 1	22000 1			
SOCIAL SCIENCES-OTHER			13520 1			22000 1			18000 1
AEROSPACE & AERONAUTICAL						26252 2			
CHEMICAL				37500 1		21201 1			
CIVIL						22067 1			
COMPUTER						26516 4			
ELECTRICAL/ELECTRONIC			31800 1	31504 5		25251 15			
INDUSTRIAL			28950 2			23926 2			
MECHANICAL				34433 3		23255 3			
ENGINEERING TECHNOLOGY			20000 1	17000 2	21880 2	22800 1			
COMPUTER SCIENCE			44700 1			26792 2	16120 1		23367 3
COMPUTER PROGRAMMING			29000 1						

AVERAGE SALARY OFFERS APRIL 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ALLIED HEALTH					27000 1			29590 34 45000/26000	27765 2
HEALTH SCIENCES								25500 2	24000 1
NURSING								35770 14	
BIOLOGICAL					12720 2				
CHEMISTRY				19680 1		27720 1		18000 1	
GEOLOGY & GEOLOGICAL SCI						16650 1			
MATHEMATICS						20692 5			
PHYSICS					33272 1				
OTHER PHYSICAL & EARTH SC					26000 1				

AVERAGE SALARY OFFERS APRIL 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BUSINESS ADMIN (INCL MGMT			15236 1						32000 3
MARKETING/MARK MGMT (RESR									24070 1
COMMUNICATIONS			12000 1						
ELEMENTARY EDUCATION			12980 3						
PRE-ELEMENTARY EDUCATION			12246 6						
SPECIAL EDUCATION			20333 3						
VISUAL & PERFORMING ARTS			19200 1						
PSYCHOLOGY			14950 4						
SOCIOLOGY			17200 1						
SOCIAL SCIENCES-OTHER			16067 3						
AEROSPACE & AERONAUTICAL					32000 1				
CHEMICAL									36663 28 38500/35400
CIVIL								25200 1	30000 1
COMPUTER									32000 1
ELECTRICAL/ELECTRONIC					31850 2		36000 1		35400 1
INDUSTRIAL							34200 1		32741 5
MECHANICAL					31000 1		32133 3		34732 6
ENGINEERING TECHNOLOGY							18000 2	30000 1	
COMPUTER SCIENCE									32000 2
INFORMATION SCIENCES & SY									35350 2
CHEMISTRY									27000 2

AVERAGE SALARY OFFERS APRIL 1991 MAPA REGION
BY CURRICULUM/EMPLOYER CUMULATIVE PER

AL CUMULATIVE REPORT
IOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECT	R & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING		2415 0 4					23000 1		25000 1	
BUSINESS ADMIN (INCL MGMT										20000 1
ECONOM & FINANCE (BANKING	27030 1	2490 0 3								24930 2
MANAGEMENT INFO SYSTEMS		3350 0 2								
MARKETING/MARK MGMT (RESR	31000 1			21600 1						
CHEMICAL		3546 0 2			37500 1					
COMPUTER		3300 0 1								
ELECTRICAL/ELECTRONIC		3543 9 11				32910 2			34250 2	
INDUSTRIAL						33600 1			34800 1	
MECHANICAL	25000 1	3488 8 12				34423 6			31500 1	35900 2
METALLURGICAL						33740 6				
PETROLEUM										40050 4
ENGINEERING TECHNOLOGY	38000 1	2375 0 4			23400 1	26000 1				
COMPUTER SCIENCE	33900 1	3550 0 2				27673 3			31500 1	

AVERAGE SALARY OFFERS APRIL 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							26275 2
BUSINESS ADMIN (INCL MGMT	25500 1						
MARKETING/MARK MGMT (RESR				39600 2			27400 2
ADVERTISING							18700 1
ELEMENTARY EDUCATION						10000 1	
AEROSPACE & AERONAUTICAL							26000 1
CHEMICAL				36960 1			
CIVIL							28001 2
INDUSTRIAL				32100 1			32000 1
MECHANICAL				33600 1			31800 1
ENGINEERING TECHNOLOGY			19500 1				26613 3
NATURAL RESOURCES							23000 1
CHEMISTRY				32000 1			22000 1
MATHEMATICS				30000 1			

AVERAGE SALARY OFFERS APRIL 1991 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	29221 77 36300/27000	19200 1		29067 3	22267 3	21300 4	27000 2	25300 5	
BACHELOR - TECHNICAL	32000 1	15000 1	28000 1	25900 2		24900 1	25902 12	28766 9	30828 7

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	17375 4	14820 1	17500 2	28018 5		21988 23 33000/18000	12000 1	19000 1	16640 2
BACHELOR - TECHNICAL						29750 6			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL		21600 1	23365 4	24396 1	21736 27 40320/15700	19998 8	18540 4		17220 3
BACHELOR - TECHNICAL			30567 6	29333 12	22210 7	24275 38 31490/21023	16120 1	30899 51 55200/26000	24938 6

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL			15002 23 26000/10440						30018 4
BACHELOR - TECHNICAL					31675 4		28943 7	27600 2	35099 48 38500/32000

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	29015 2	26478 9	21600 1			23000 1		25000 1	23287 3
BACHELOR - TECHNICAL	32300 3	33700 32 39200/33000		30450 2	32496 19			33260 5	38607 6

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	25500 1			39600 2		10000 1	
BACHELOR - TECHNICAL			19500 1	32932 5			

AVERAGE SALARY OFFERS APRIL 1991 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH				32172 2					
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH				36000 1			23000 1
MBA--TECH							

AVERAGE SALARY OFFERS APRIL 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	29191 76 36300/27000	24209 13	32000 1	31200 1					
ECONOM & FINANCE (BANKING		22797 3					15000 1		23899 10
MARKETING/MARK MGMT (RESR	14924 1							16800 1	
COMMUNICATIONS				12500 1					

AVERAGE SALARY OFFERS APRIL 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT								15236 1	
ECONOM & FINANCE (BANKING		40290 1							
MANAGEMENT INFO SYSTEMS		35000 1							
JOURNALISM									15600 1
TELECOMMUN/BROADCASTING					16000 1		23067 3		
FOREIGN LANGUAGES			18000 1						
PSYCHOLOGY				19200 1					

AVERAGE SALARY OFFERS APRIL 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									23000 1
BUSINESS ADMIN (INCL MGMT		22750 2					22333 3		
ECONOM & FINANCE (BANKING		22000 1							
MANAGEMENT INFO SYSTEMS							24000 1		22500 1
MARKETING/MARK MGMT (BESR		26376 5			15000 1		26200 7		
ADVERTISING							18700 1		
TELECOMMUN/BROADCASTING							21600 1		
MERCHANDISING MANAGEMENT			16000 1						
LETTERS (incl English, Li					19000 1				
POLITICAL SCIENCE/GOVT		14820 1							
PSYCHOLOGY							18100 2		
CHEMICAL							33000 1		
INDUSTRIAL						32100 1			
MECHANICAL					33000 1		38800 1		
ENGINEERING TECHNOLOGY							29750 2		
COMPUTER SCIENCE							16000 2		

AVERAGE SALARY OFFERS APRIL 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW E	NFORCEMEN	MILITARY		NATIONAL SECUR	URBAN / REGION		BIOENGINEERING	DESIGN / CONST		ENVIRONMENTAL/		MANUFACTURING/	
BUSINESS ADMIN (INCL MGMT							11440	1							
FOREIGN LANGUAGES				16644	1										
PSYCHOLOGY				22000	1										
SOCIAL SCIENCES-OTHER				22000	1							13520	1		
AEROSPACE & AERONAUTICAL														26000	1
CHEMICAL														37500	1
CIVIL										23634	2			32400	2
ELECTRICAL/ELECTRONIC										36000	1			35125	4
INDUSTRIAL														33800	3
MECHANICAL										32625	4	26500	1	33818	17
ENGINEERING TECHNOLOGY										19714	7	23000	1	21667	3
NATURAL RESOURCES												23000	2		
CHEMISTRY				27720	1										
GEOLOGY & GEOLOGICAL SCI				16650	1										
PHYSICS										25200	1				

AVERAGE SALARY OFFERS APRIL 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
MARKETING/MARK MGMT (RESR									19000 1
AEROSPACE & AERONAUTICAL					26252 1	32000 1			26252 1
CHEMICAL					33944 6		36544 23 38500/36000	36760 2	37230 2
CIVIL									24599 2
COMPUTER			22067 1		26254 2				31490 1
ELECTRICAL/ELECTRONIC	31607 4	31587 3			27188 10			32726 2	30701 15
INDUSTRIAL						26252 1			31063 8
MECHANICAL	34500 2				21204 1			34350 4	32888 12
METALLURGICAL									33740 6
MINING (INCL GEOLOGICAL)									24000 1
PETROLEUM									38760 5
ENGINEERING TECHNOLOGY	28200 2	20000 1		38000 1	19500 1				24767 3
COMPUTER SCIENCE			32195 2						
BIOLOGICAL						14000 1			
CHEMISTRY						25840 2	33000 1		21000 1
PHYSICS					33272 1				

AVERAGE SALARY OFFERS APRIL 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING						26550 1			
BUSINESS ADMIN (INCL MGMT	17500 1								
SPECIAL EDUCATION									19050 2
SOCIAL SCIENCES-OTHER									13000 1
ALLIED HEALTH	22000 1		28007 4		28847 13				30503 19
HEALTH SCIENCES					28000 1				23500 2
NURSING				34275 13					55200 1
PHARMACY						41500 2			
CHEMISTRY	18000 1								

AVERAGE SALARY OFFERS APRIL 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT						32000 4			
MANAGEMENT INFO SYSTEMS					18000 1	33500 2			
COMMUNICATIONS		12000 1							
ELEMENTARY EDUCATION	18100 1			10000 1					
PRE-ELEMENTARY EDUCATION	10500 2			15496 1					
LETTERS (incl English, Li							30000 1		
PSYCHOLOGY		15650 2		14250 2					
SOCIOLOGY		17200 1							
SOCIAL SCIENCES-OTHER		18000 1		17600 2					
COMPUTER						32500 2			
ENGINEERING TECHNOLOGY							24440 1		
NATURAL RESOURCES									20000 1
COMPUTER SCIENCE					27662 18	33000 1	29743 7		
COMPUTER PROGRAMMING						29000 1			
INFORMATION SCIENCES & SY					20500 1	24000 1	33231 3		

AVERAGE SALARY OFFERS APRIL 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING		HUMAN RESRCS /		MANAGEMENT TRA		MATH/STATISTIC		PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING	
ACCOUNTING		35000	1											
BUSINESS ADMIN (INCL MGMT		31500	2	21833	3	25881	4							
DISTRIBUTION MANAGEMENT						24000	1							
ECONOM & FINANCE (BANKING		12000	1					22023	1					
MARKETING/MARK MGMT (RESR		31000	1	21000	1	20000	1	24070	1					
COMMUNICATIONS						28000	1							
TELECOMMUN/BROADCASTING				20000	1									
ELEMENTARY EDUCATION													18966	9
PRE-ELEMENTARY EDUCATION		10000	1										12297	7
SPECIAL EDUCATION													24306	11
LETTERS (incl English, Li													26500	1
VISUAL & PERFORMING ARTS													21910	4
PSYCHOLOGY				12000	1	20000	1						22000	1
CIVIL		30000	1											
ELECTRICAL/ELECTRONIC						31800	1							
INDUSTRIAL		30846	2			27900	1							
ENGINEERING TECHNOLOGY				28340	1								21880	2
COMPUTER SCIENCE		31333	3											
BIOLOGICAL													11440	1
CHEMISTRY												22000	1	
MATHEMATICS								22243	6					
OTHER PHYSICAL & EARTH SC													26000	1

AVERAGE SALARY OFFERS APRIL 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	29006 77 36300/27000	23944 16	32000 1	21850 2			15000 1	16800 1	23899 10
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICA		37645 2	18000 1	19200 1	16000 1		23067 3	15236 1	15600 1
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL		23800 9	16000 1		17000 2		23393 15		22750 2
BACHELOR - TECHNICAL					33000 1	32100 1	27217 6		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL			20215 3		11440 1			13520 1	
BACHELOR - TECHNICAL			22185 2				25131 15	23875 4	32584 31 37500/27000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	31478 8	28690 4	28819 3	38000 1	28558 22 38500/21204	24786 5	36397 24 38500/33000	34547 8	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	17500 1					26550 1			
BACHELOR - TECHNICAL	20000 2		28007 4	34275 13	28787 14	41500 2			

AVERAGE SALARY OFFERS APRIL 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION		COUNSELING		FUNDRAISING /		SOCIAL WORK		COMPUTER PROGR		INFORMATION SY		SYSTEMS ANALYS		ACTUARIAL		AGRICULTURE/NA	
BACHELOR - NON TECHNICAL	13033	3	15700	5			14866	6	18000	1	32500	6	30000	1				
BACHELOR - TECHNICAL									27285	19	30200	5	30212	11			20000	1

CURRICULUM	ARCHITECTURE		CONSULTING		HUMAN RESRCS /		MANAGEMENT TRA		MATH/STATISTIC		PARALEGAL		RESEARCHERS NO		RESEARCHERS -		TEACHING	
BACHELOR - NON TECHNICAL			25167	6	19750	6	24441	8	22547	2							20009 40320/10400	33
BACHELOR - TECHNICAL			30949	6	28340	1	29850	2	22243	6					22000	1	20300	4

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 4 May 1991

MIDDLE ATLANTIC REGION (MAPA)

Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson-Rutherford
Fairleigh Dickinson-Teaneck
Fairmont State College
Franklin & Marshall College
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
Howard University
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Lycoming College
Mansfield University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State-Behrend College
Penn State-Capitol Campus
University of Pennsylvania
University of Pittsburgh
Princeton University
Ramapo College of NJ
Rutgers University-Camden-Arts & Science
Rutgers University-Newark
Rutgers University-New Brunswick
University of Scranton
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Thomas Jefferson University
Trenton State University
Villanova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener College
William Paterson College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Middle Atlantic** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (April 5, 1991 through May 6, 1991) and cumulatively (September 1, 1990, and May 6, 1991). The block tables list data for the cumulative period and include only those categories for which offers were reported.

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MAPA REGIONAL Report No. 4 MAY 1991

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/5/91 THROUGH 5/6/91

CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	9	273	$25547	$26609	*	*	*	147	2304	$28298	$26667	$32000	$28000	$24000
BUSINESS ADMIN (INCL MGMT	7	94	24879	23730	*	*	*	30	653	24245	23520	32000	24012	17500
DISTRIBUTION MANAGEMENT	+	5	+	26340				1	14	24000	26900	*	*	*
ECONOM & FINANCE (BANKING	7	179	24457	27327	*	*	*	37	880	24748	25814	30000	25000	20195
HOTEL/RESTAURANT MGMT.	+	10	+	21340				+	49	+	21165			
HUMAN RSRCS (incl LABOR R	+	4	+	24650				+	72	+	24612			
MANAGEMENT INFO SYSTEMS	1	27	27000	28819	*	*	*	7	248	27643	28407	*	*	*
MARKETING/MARK MGMT (RESR	3	151	24133	24641	*	*	*	24	793	23978	23825	31000	22800	16800
REAL ESTATE	+	1	+	24000				+	6	+	20887			
COMMUNICATIONS														
ADVERTISING	+	3	+	18500				1	46	18700	20938	*	*	*
COMMUNICATIONS	+	12	+	19399				4	139	19375	21750	*	*	*
JOURNALISM	+	7	+	21989				1	81	15600	19955	*	*	*
TELECOMMUN/BROADCASTING	+	17	+	24658				6	39	21133	23784	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	1	19	19047	21121	*	*	*	12	227	18153	20080	*	*	*
PRE-ELEMENTARY EDUCATION	+	+	+	+				11	27	12052	16647	*	*	*
PHYSICAL EDUCATION	+	4	+	19900				+	25	+	19245			
SPECIAL EDUCATION	+	1	+	18807				13	42	23498	22847	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	4	+	24550				+	16	+	20681			
TEXTILES & CLOTHING	+	12	+	21000				10	52	23400	21721	*	*	*
MERCHANDISING MANAGEMENT	+	7	+	19343				1	21	16000	20926	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	22100				2	19	17322	21401	*	*	*
LETTERS (incl English, Li	+	10	+	22377				4	77	25125	21725	*	*	*
VISUAL & PERFORMING ARTS	+	6	+	20417				4	51	21910	19979	*	*	*
HUMANITIES - OTHER	+	9	+	22433				+	50	+	22832			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	1	+	20000				+	41	+	20966			
HISTORY	2	6	20750	23167	*	*	*	2	37	20750	22506	*	*	*
POLITICAL SCIENCE/GOVT	+	11	+	22850				2	94	20410	22294	*	*	*
PSYCHOLOGY	+	16	+	22881				12	107	17399	19863	*	*	*
SOCIOLOGY	+	4	+	20336				1	46	17200	19830	*	*	*
SOCIAL SCIENCES-OTHER	+	22	+	24949				6	82	16953	20939	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	17	27332	30268	*	*	*	5	105	27567	30256	*	*	*
AGRICULTURAL	+	14	+	30224				1	35	23270	30669	*	*	*
ARCHITECTURAL	+	7	+	32179				+	44	+	30659			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	6	+	27917			
CHEMICAL	22	164	36168	37898	$38500	$37500	$34620	84	1100	36933	37384	39400	37500	34620
CIVIL	6	131	27125	28864	*	*	*	15	637	28074	29545	*	*	*
COMPUTER	2	44	35200	31589	*	*	*	8	144	30183	31891	*	*	*
ELECTRICAL/ELECTRONIC	8	230	31989	33477	*	*	*	58	1232	31403	33113	36900	32000	26252

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	2	+	$29250				+	4	+	$29475			
INDUSTRIAL	2	60	$33930	32960	*	*	*	18	281	$31428	32289	*	*	*
MECHANICAL	9	292	34926	34347	*	*	*	58	1466	33732	34069	$38000	$34350	$31000
METALLURGICAL	3	39	34400	33664	*	*	*	9	124	33960	33557	*	*	*
MINING (INCL GEOLOGICAL)	+	3	+	32000				1	39	24000	31184	*	*	*
NUCLEAR	+	2	+	30417				+	15	+	32332			
PETROLEUM	1	28	40000	40166	*	*	*	6	164	38967	38686	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	+	26	+	29405				25	144	23610	28678	30000	23000	18000
INDUSTRIAL TECHNOLOGY	+	6	+	30000				+	18	+	27361			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	8	+	24750				2	60	25500	22712	*	*	*
ANIMAL SCIENCES	+	4	+	23000				+	27	+	21746			
PLANT SCIENCES	+	6	+	19702				+	14	+	20221			
NATURAL RESOURCES	+	1	+	16300				3	11	22000	20005	*	*	*
OTHER AGRICULTURAL SCIENC	+	4	+	19750				+	27	+	24597			
COMPUTER SCIENCE														
COMPUTER SCIENCE	11	72	30291	32088	*	*	*	46	585	28880	30469	33700	29300	22000
COMPUTER PROGRAMMING	+	2	+	19375				1	21	29000	28173	*	*	*
INFORMATION SCIENCES & SY	+	15	+	28829				5	142	28838	29000	*	*	*
SYSTEMS ANALYSIS	+	2	+	31000				+	6	+	25427			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				39	72	29272	28058	33000	29000	25400
HEALTH SCIENCES	+	5	+	17700				3	32	25000	20564	*	*	*
NURSING	+	10	+	26500				30	89	32345	28349	38000	30180	27500
PHARMACY	1	1	44200	44200	*	*	*	3	31	42400	39040	*	*	*
SCIENCES														
ACTUARIAL	+	1	+	31740				+	9	+	29269			
ARCHITECTURAL & ENVIRONME	+	+	+	*				+	16	+	26463			
BIOLOGICAL	+	11	+	22210				3	51	17980	21267	*	*	*
CHEMISTRY	2	4	31710	28355	*	*	*	9	64	26313	27625	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	3	+	26233				1	25	16650	28250	*	*	*
MATHEMATICS	1	28	21023	29868	*	*		8	113	22685	27503	*	*	*
PHYSICS	+	1	+	27400				2	15	29236	29059	*	*	*
OTHER PHYSICAL & EARTH SC	+	1	+	28000				1	5	26000	22109	*	*	*
POLYMER SCIENCE	+	2	+	35250				+	2	+	35250			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	99	2162						777	13323					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	2	184	$29560	$27139	*	*	*	116	1735	$28918	$27222	$32500	$28500	$27000
ACCOUNTING (PRIVATE)	6	79	24467	25617	*	*	*	28	591	25140	25068	30000	25200	21600
COMMERCIAL BANKING (CNSMR	2	17	24500	23665	*	*	*	3	70	27000	22376	*	*	*
COMMERCIAL BANKING (LENDG	2	27	23750	23876	*	*	*	4	88	22800	24086	*	*	*
INVESTMT BANKING (CORP FN	+	3	+	26333				+	27	+	28093			
INVESTMT BANKNG (M & A)	+	+	+	+				+	2	+	28500			
INVESTMT BANKG (REAL EST)	+	+	+	+				1	4	15000	18875	*	*	*
INVESTMT BANKG (SALES & T	+	2	+	32000				1	19	16800	23268	*	*	*
FINANCIAL/TREASURY ANALYS	2	64	27250	29466	*	*	*	16	293	24481	27173	*	*	*
PORTFOLIO MGMT/BROKERAGE	1	4	35000	33250	*	*	*	1	29	35000	23416	*	*	*
UNDERWRITING	+	21	+	25648				2	110	37645	24295	*	*	*
INSURANCE - CLAIMS	1	12	22000	23658	*	*	*	2	80	20000	22813	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	7	+	21500				1	26	19200	20086	*	*	*
MEDIA PLANNING	+	2	+	15250				1	12	16000	20287	*	*	*
REPORTING	+	+	+	+				+	16	+	16355			
PRODUCTION	+	4	+	26140				3	44	23067	24874	*	*	*
PUBLIC RELATIONS	+	2	+	19720				1	44	15236	20000	*	*	*
WRITING / EDITING	+	5	+	22700				1	28	15600	20589	*	*	*
MARKETING														
ADVERTISING	+	6	+	19067				+	31	+	20474			
BRAND/PRODUCT MANAGEMENT	+	13	+	24645				10	109	23920	24319	*	*	*
BUYER/MERCHANDISING	+	55	+	23580				4	196	22000	23447	*	*	*
DISTRIBUTION	+	2	+	25500				+	39	+	26459			
MARKET RESEARCH	+	6	+	27483				3	60	22333	25273	*	*	*
PURCHASING	+	4	+	28500				1	27	32100	27570	*	*	*
SALES	6	144	27370	25757	*	*	*	33	796	25521	25314	33000	26000	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	5	+	20600				+	26	+	20328			
FINANC,TAXA, MONETARY POL	2	17	24150	23123	*	*	*	4	66	23450	22909	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				+	10	+	21659			
LAW ENFORCEMENT	+	2	+	18530				+	37	+	23362			
MILITARY	+	2	+	24917				5	46	21003	23646	*	*	*
NATIONAL SECURITY	+	1	+	20000				+	8	+	20200			
URBAN / REGIONAL PLANNING	+	+	+	+				1	10	11440	19183	*	*	*
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	6	+	26333			
DESIGN / CONSTRUCT	1	94	28000	30318	*	*	*	19	677	27256	30702	*	*	*
ENVIRONMENTAL/SANITATION	+	16	+	29419				6	120	23420	30840	*	*	*
MANUFACTURING/INDUSTRIAL	5	137	34752	34314	*	*	*	37	789	32956	33890	36360	34200	27000
SYSTEMS / PROGRAMMING	+	34	+	31754				8	182	31478	32263	*	*	*
POWER SYSTEMS	1	27	33000	32981	*	*	*	5	164	29552	33185	*	*	*
SOFTWARE DESIGN & DEVELOP	1	17	35000	32858	*	*	*	4	139	30364	32396	*	*	*
HARDWARE DESIGN & DEVELOP	+	33	+	34675				1	155	38000	33517	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	3	32	$33277	$34964	*	*	*	26	252	$29481	$34165	$37500	$26794	$21204
TESTING	+	11	+	32438				5	115	24786	30665	*	*	*
PROCESS ENGINEERING	14	154	38222	37939	*	*	*	54	893	37237	37654	38500	37500	36000
PROJECT ENGINEERING	7	268	32277	33817	*	*	*	26	851	36224	34178	40700	37510	27332
OTHER ENGINEERING	19	195	32109	31991	*	*	*	83	1074	31836	32645	37500	33420	22800
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	2	24000	21000	*	*	*	5	22	20500	24025	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	3	+	23444			
MEDICAL TECHNOLOGY	+	1	+	12000				6	32	27505	23649	*	*	*
NURSES / PERSONAL CARE	+	10	+	26500				29	85	31557	27884	36000	30000	27500
OCCUPATIONAL THERAPY	+	+	+	+				14	21	28787	29647	*	*	*
PHARMACIST	1	1	44200	44200	*	*	*	4	32	38438	38650	*	*	*
PHYSICAL THERAPY	+	+	+	+				+	11	+	26516			
RESPIRATORY THERAPY	+	+	+	+				+	4	+	33914			
OTHER HEALTH RELATED	+	6	+	19250				25	63	29314	23580	33000	30000	23000
SOCIAL SERVICES														
ADMINISTRATION	+	2	+	25250				3	21	13033	20649	*	*	*
COUNSELING	+	2	+	19500				5	47	15700	16977	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	2	+	20620			
SOCIAL WORK	+	6	+	16937				6	41	14866	17369	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	5	64	27900	29905	*	*	*	25	454	27037	28886	33000	27000	20500
INFORMATION SYSTEMS	2	34	28500	30085	*	*	*	15	190	30273	29428	*	*	*
SYSTEMS ANALYSIS & DESIGN	4	28	34750	31708	*	*	*	18	267	31506	30056	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	10	+	32524				+	22	+	31580			
AGRICULTURE/NAT'L RESOURC	+	22	+	23314				1	83	20000	21885	*	*	*
ARCHITECTURE	+	+	+	+				+	8	+	26238			
CONSULTING	3	78	27827	29774	*	*	*	18	346	28176	29144	*	*	*
HUMAN RESRCS /INDUS RELS	+	7	+	25771				7	72	20977	23623	*	*	*
MANAGEMENT TRAINEE	6	140	23359	23510	*	*	*	30	898	24218	22804	28000	24012	19000
MATH/STATISTICIANS	1	3	21023	22584	*	*	*	9	24	22175	23554	*	*	*
PARALEGAL	+	2	+	18750				+	10	+	20450			
RESEARCHERS NON-TECHNICAL	+	+	+	+				1	8	17589	23077	*	*	*
RESEARCHERS - TECHNICAL	+	4	+	33758				2	34	25250	28981	*	*	*
TEACHING	1	32	19047	20732	*	*	*	38	427	20014	20549	25200	21050	10400
TOTALS	99	2162						777	13323					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MAPA REGIONAL Report No. 4 MAY 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	23	+	$32298				2	184	$27500	$31324	*	*	*
MBA--NON-TECH	+	33	+	35675				4	283	30836	35653	*	*	*
MBA--TECH	1	10	$43000	43850	*	*	*	1	60	43000	39898	*	*	*
MS-BUSINESS	+	9	+	40400				+	25	+	42514			
ECONOMICS & FINANCE (BANK	+	63	+	43954				+	147	+	43562			
HUMAN RESOURCES (INCL LAB	+	13	+	40231				3	36	32633	37981	*	*	*
MANAGEMENT INFORMATION SY	+	6	+	38587				+	20	+	35686			
MARKETING/MKTNG MGT (RESE	+	50	+	43302				+	100	+	44661			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	+	+	+				+	8	+	29320			
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	16	+	23926			
ELEMENTARY EDUCATION	+	1	+	19000				10	28	25657	24224	*	*	*
PHYSICAL EDUCATION	1	1	16500	16500	*	*	*	1	5	16500	22900	*	*	*
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	1	+	22500				+	10	+	23757			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				1	2	21000	16650	*	*	*
LETTERS	+	+	+	+				+	4	+	23500			
VISUAL & PERFORMING ARTS	+	+	+	+				1	3	21325	20408	*	*	*
HUMANITIES - OTHER	+	+	+	+				1	4	20004	31251	*	*	*
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	1	+	22145			
PSYCHOLOGY	+	1	+	24000				+	11	+	23592			
SOCIOLOGY	+	+	+	+				+	3	+	24267			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	13	+	30853			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	3	+	36672				+	11	+	35921			
AGRICULTURAL	+	2	+	28500				+	2	+	28500			
BIOENGINEERING & BIOMEDIC	+	1	+	35500				+	2	+	32750			
CHEMICAL	+	9	+	40369				10	53	41050	39988	*	*	*

continued

MAPA REGIONAL Report No. 4 MAY 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91								CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91							
	NUMBER OF OFFERS			AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			
	REGIONAL	NATIONAL		REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	
CIVIL	+	9		+	$34270				+	79	+	$34904				
COMPUTER	+	5		+	42330				+	7	+	40921				
ELECTRICAL/ELECTRONIC	+	18		+	39275				1	138	$31490	38451	*	*	*	
INDUSTRIAL	+	1		+	39000				1	22	36000	36502	*	*	*	
MECHANICAL	2	9		$33430	39728	*	*	*	6	124	35987	38202	*	*	*	
METALLURGICAL	+	2		+	39012				+	19	+	38013				
MINING & MINERAL	+	+		+	+				+	14	+	35007				
NUCLEAR	+	+		+	+				+	2	+	37800				
PETROLEUM	+	4		+	43400				2	30	52020	43500	*	*	*	
TEXTILE	+	+		+	+				+	+	+	+				
HEALTH SCIENCES																
ALLIED HEALTH	+	1		+	18000				+	4	+	20972				
HEALTH SCIENCES	+	1		+	26500				+	14	+	26250				
NURSING	+	+		+	+				+	1	+	49000				
SCIENCES																
AGRICULTURAL & NATL RESOU	+	+		+	+				1	7	20195	26671	*	*	*	
ARCHITECTURAL & ENVIRONME	+	+		+	+				+	1	+	28080				
BIOLOGICAL	+	+		+	+				+	3	+	22686				
CHEMISTRY	+	+		+	+				+	10	+	33412				
COMPUTER SCIENCE																
COMPUTER SCIENCE	1	10		34272	36381	*	*	*	3	101	39691	37419	*	*	*	
SCIENCES																
GEOLOGICAL (INCL GEOPHYS)	+	5		+	39540				+	30	+	36917				
MATHEMATICS (INCL ACTUARI	+	2		+	28750				+	13	+	27977				
PHYSICS	+	+		+	+				1	3	22356	27219	*	*	*	
POLYMER	+	+		+	+				+	+	+	+				
TOTALS	5	2	293						49	1660						

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	26	+	$47922				+	146	+	$44582			
MBA--TECH	+	14	+	48279				+	51	+	47900			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	70	+	49324				2	219	$30500	48390	*	*	*
MBA--TECH	+	43	+	50033				+	110	+	51878			
OVER 4 YEARS														
MBA--NON-TECH	+	43	+	50948				21	181	41852	48651	$50000	$38000	$32000
MBA--TECH	+	25	+	55297				14	89	44836	52914	*	*	*
TOTALS	+	221						37	796					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	1	+	$71500				+	11	+	$56736			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	7	+	37582			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	35000				+	2	+	32500			
FOREIGN LANGUAGES	+	+	+	+				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				1	7	$44000	45957	*	*	*
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	3	+	46027			
CHEMICAL	+	12	+	52333				13	54	53165	53038	*	*	*
CIVIL	+	+	+	+				1	6	42000	41499	*	*	*
COMPUTER	+	+	+	+				+	2	+	52250			
ELECTRICAL/ELECTRONIC	+	2	+	53750				+	13	+	55798			
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	1	+	56000				+	5	+	48033			
METALLURGICAL	+	3	+	52200				+	15	+	48667			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	2	+	43000			
BIOLOGICAL	+	+	+	+				+	4	+	31138			
CHEMISTRY	+	2	+	50000				1	55	31116	48340	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	10	+	52184			
MATHEMATICS	+	+	+	+				+	6	+	38483			
PHYSICS	+	+	+	+				+	2	+	40000			
POLYMER	1	3	$39000	44133	*	*	*	1	5	39000	47600	*	*	*
TOTALS	1	25						17	213					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MAY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	29040 115 36300/27000			26440 5	24000 1			35000 1	
BUSINESS ADMIN (INCL MGMT	31500 1			23500 1	31250 2			31500 1	
ECONOM & FINANCE (BANKING				24118 5	25000 1			30000 2	
MANAGEMENT INFO SYSTEMS					18000 1		25500 2		
MARKETING/MARK MGMT (RESR					16800 1			25000 2	
TELECOMMUN/BROADCASTING						21300 4			
PRE-ELEMENTARY EDUCATION								10000 1	
LETTERS (incl English, Li				25000 1			30000 1		
HISTORY				23500 1					
PSYCHOLOGY		19200 1							
CHEMICAL								18780 1	32000 1
CIVIL								30000 1	28374 4
ELECTRICAL/ELECTRONIC						35000 1			
INDUSTRIAL								30846 2	
MECHANICAL									32733 3
MINING (INCL GEOLOGICAL)									24000 1
PETROLEUM									33600 1
ENGINEERING TECHNOLOGY		15000 1					24440 1	23000 1	
NATURAL RESOURCES								21500 2	
COMPUTER SCIENCE	32000 1		28000 1	25900 2		30633 3	26099 9	35667 3	
INFORMATION SCIENCES & SY							24497 3		
PHYSICS								25200 1	

AVERAGE SALARY OFFERS MAY 1991 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING			15000 1			23000 2			
BUSINESS ADMIN (INCL MGMT				22000 1		23037 14			
DISTRIBUTION MANAGEMENT						24000 1			
ECONOM & FINANCE (BANKING	21375 4			26178 5		23000 2			
MANAGEMENT INFO SYSTEMS				35000 1					
MARKETING/MARK MGMT (RESR	30000 1		17500 2			20400 6			17680 1
COMMUNICATIONS	12500 1					26500 2			
JOURNALISM									15600 1
TELECOMMUN/BROADCASTING				21600 1		20000 1			
TEXTILES & CLOTHING						23400 10			
MERCHANDISING MANAGEMENT						16000 1			
FOREIGN LANGUAGES				18000 1					
LETTERS (incl English, Li								19000 1	
HISTORY						18000 1			
POLITICAL SCIENCE/GOVT		14820 1							
PSYCHOLOGY						18733 3	12000 1		
ENGINEERING TECHNOLOGY						29750 2			
AGRIBUSINESS				30000 1					
COMPUTER SCIENCE				28000 1		18000 2			
PHARMACY						42400 3			

AVERAGE SALARY OFFERS MAY 1991 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			27500 1	24396 1		23400 2	20110 2		
BUSINESS ADMIN (INCL MGMT					26500 1	21653 1	11440 1		17500 1
ECONOM & FINANCE (BANKING		21600 1	26220 2			20603 4			16160 1
MANAGEMENT INFO SYSTEMS							22500 1		
MARKETING/MARK MGMT (RESR						14924 1			24000 1
ELEMENTARY EDUCATION					21112 8				
PRE-ELEMENTARY EDUCATION					12275 4				
SPECIAL EDUCATION					24447 10				
FOREIGN LANGUAGES						16644 1			
LETTERS (incl English, Li					26500 1				
VISUAL & PERFORMING ARTS					22813 3				
PSYCHOLOGY					19795 2	22000 1			
SOCIAL SCIENCES-OTHER			13520 1			22000 1			18000 1
AEROSPACE & AERONAUTICAL						26612 3			
CHEMICAL				37500 1		21634 2			
CIVIL				33000 1		22534 2	24752 1		
COMPUTER				35000 1		26516 4			
ELECTRICAL/ELECTRONIC			31800 1	32385 6		25838 20 33500/21204			
INDUSTRIAL			28950 2			23926 2			
MECHANICAL				34433 3		24274 4			
PETROLEUM				40000 1					
ENGINEERING TECHNOLOGY			20000 1	17000 2	21880 2	22800 1			
AGRIBUSINESS									21000 1

AVERAGE SALARY OFFERS MAY 1991 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
COMPUTER SCIENCE			44700 1	32634 2		26861 3	16120 1		25650 4
COMPUTER PROGRAMMING			29000 1						
ALLIED HEALTH					27000 1			29419 36 45000/25400	27765 2
HEALTH SCIENCES								25500 2	24000 1
NURSING					28050 2	28000 2		33009 26 55200/29000	
BIOLOGICAL					12720 2				
CHEMISTRY				19680 1		27720 1		18000 1	
GEOLOGY & GEOLOGICAL SCI						16650 1			
MATHEMATICS						20747 6			
PHYSICS					33272 1				
OTHER PHYSICAL & EARTH SC					26000 1				

AVERAGE SALARY OFFERS MAY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING									29000 1
BUSINESS ADMIN (INCL MGMT			15236 1						32000 3
ECONOM & FINANCE (BANKING									37500 1
MARKETING/MARK MGMT (RESR									24070 1
COMMUNICATIONS			12000 1						
ELEMENTARY EDUCATION			12980 3						
PRE-ELEMENTARY EDUCATION			12246 6						
SPECIAL EDUCATION			20333 3						
VISUAL & PERFORMING ARTS			19200 1						
PSYCHOLOGY			14950 4						
SOCIOLOGY			17200 1						
SOCIAL SCIENCES-OTHER			16067 3						
AEROSPACE & AERONAUTICAL					32000 1				
CHEMICAL									37169 57 39000/36000
CIVIL								26600 2	32800 2
COMPUTER									32000 1
ELECTRICAL/ELECTRONIC					31850 2		36000 1	40000 1	37267 3
INDUSTRIAL							34050 2	33960 1	32741 5
MECHANICAL					30000 2		32350 4		36145 15
ENGINEERING TECHNOLOGY							18000 2	30000 1	
COMPUTER SCIENCE					30000 1				32550 4
INFORMATION SCIENCES & SY									35350 2
BIOLOGICAL									28500 1

AVERAGE SALARY OFFERS MAY 1991 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
CHEMISTRY									29355 4

AVERAGE SALARY OFFERS MAY 1991 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING	32000	2	24520	5							23000	2			28333	3	30000	1
BUSINESS ADMIN (INCL MGMT																	20000	1
ECONOM & FINANCE (BANKING	27030	1	25500	4													27140	4
MANAGEMENT INFO SYSTEMS			33500	2														
MARKETING/MARK MGMT (RESR	31000	1			21600	1	26004	1										
POLITICAL SCIENCE/GOVT							26000	1										
CHEMICAL			35460	2			37500	1	34620	2							40271	13
COMPUTER			34200	2														
ELECTRICAL/ELECTRONIC			35650	13					32910	2					34250	2	37200	1
INDUSTRIAL									33600	1					34800	1		
MECHANICAL	25000	1	34888	12			34500	1	34434	7					31500	1	36733	3
METALLURGICAL									33960	9								
PETROLEUM																	40050	4
ENGINEERING TECHNOLOGY	38000	1	23750	4			23400	1	26000	1								
COMPUTER SCIENCE	33900	1	35500	2					28255	4					31500	1		
MATHEMATICS	27000	1																

AVERAGE SALARY OFFERS MAY 1991 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							26275 2
BUSINESS ADMIN (INCL MGMT	25500 1						
MARKETING/MARK MGMT (RESR				39600 2			27600 3
ADVERTISING							18700 1
ELEMENTARY EDUCATION						10000 1	
AEROSPACE & AERONAUTICAL							26000 1
AGRICULTURAL							23270 1
CHEMICAL	37500 2			36960 1			39000 1
CIVIL							28001 2
INDUSTRIAL				32100 1			32000 1
MECHANICAL				33600 1			31800 1
ENGINEERING TECHNOLOGY			19500 1				26613 3
NATURAL RESOURCES							23000 1
CHEMISTRY				32000 1			22000 1
MATHEMATICS				30000 1			

AVERAGE SALARY OFFERS MAY 1991 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	29061 116 36300/27000	19200 1		24984 13	24383 6	21300 4	27000 3	26643 7	
BACHELOR - TECHNICAL	32000 1	15000 1	28000 1	25900 2		31725 4	25602 13	28061 11	30130 10

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	21333 6	14820 1	16667 3	25277 9		22282 43 33000/18000	12000 1	19000 1	16640 2
BACHELOR - TECHNICAL				29000 2		31814 7			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL		21600 1	23365 4	24396 1	21500 29 40320/15700	20585 11	18540 4		18915 4
BACHELOR - TECHNICAL			30567 6	31226 18	23508 9	24788 51 33500/21023	20436 2	30559 65 55200/26000	25391 8

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL			15002 23 26000/10440						31095 6
BACHELOR - TECHNICAL					30950 6		29944 9	31432 5	35965 94 40000/32100

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	30508 4	26509 11	21600 1	26002 2		23000 2		28333 3	26427 6
BACHELOR - TECHNICAL	30975 4	33926 35 39200/33000		31800 3	32860 26 36120/28600			33260 5	39577 21 45000/37200

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	25500 1			39600 2		10000 1	
BACHELOR - TECHNICAL	37500 2		19500 1	32932 5			

AVERAGE SALARY OFFERS MAY 1991 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH				32172 2					
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									43000 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH				36000 1			23000 1
MBA--TECH							

AVERAGE SALARY OFFERS MAY 1991 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	29040 115 36300/27000	25370 23 32000/22500	32000 1	31200 1					20500 2
BUSINESS ADMIN (INCL MGMT			23500 1						30500 1
ECONOM & FINANCE (BANKING		24078 5	25500 1	24000 1			15000 1		24630 13
MARKETING/MARK MGMT (RESR	14924 1							16800 1	
COMMUNICATIONS				12500 1					
HISTORY				23500 1					

AVERAGE SALARY OFFERS MAY 1991 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT			22000 1					15236 1	
ECONOM & FINANCE (BANKING	35000 1	40290 1							
MANAGEMENT INFO SYSTEMS		35000 1							
JOURNALISM									15600 1
TELECOMMUN/BROADCASTING					16000 1		23067 3		
FOREIGN LANGUAGES			18000 1						
PSYCHOLOGY				19200 1					

AVERAGE SALARY OFFERS MAY 1991 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									23000 1
BUSINESS ADMIN (INCL MGMT		22750 2					22333 3		
ECONOM & FINANCE (BANKING		22000 1					14400 1		24150 2
MANAGEMENT INFO SYSTEMS							24000 1		22500 1
MARKETING/MARK MGMT (RESR		26376 5			15000 1		25780 10		
ADVERTISING							18700 1		
COMMUNICATIONS		25000 1							
TELECOMMUN/BROADCASTING							21600 1		
TEXTILES & CLOTHING			24000 3				22500 2		
MERCHANDISING MANAGEMENT			16000 1						
LETTERS (incl English, Li					19000 1				
POLITICAL SCIENCE/GOVT		14820 1					26000 1		
PSYCHOLOGY							18100 2		
CHEMICAL							33000 1		
INDUSTRIAL						32100 1			
MECHANICAL					33000 1		37860 3		
ENGINEERING TECHNOLOGY							29750 2		
AGRIBUSINESS							30000 1		
COMPUTER SCIENCE							16000 2		
CHEMISTRY							31710 2		

AVERAGE SALARY OFFERS MAY 1991 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT					11440 1				
FOREIGN LANGUAGES			16644 1						
PSYCHOLOGY			22000 1						
SOCIAL SCIENCES-OTHER			22000 1					13520 1	
AEROSPACE & AERONAUTICAL									26000 1
CHEMICAL									37500 1
CIVIL							25089 3	31500 1	32400 2
COMPUTER									35400 1
ELECTRICAL/ELECTRONIC							38000 2		35125 4
INDUSTRIAL									5
MECHANICAL							33900 6	26500 1	34045 20 37500/31500
ENGINEERING TECHNOLOGY							19714 7	23000 1	21667 3
NATURAL RESOURCES								23000 2	
CHEMISTRY			27720 1						
GEOLOGY & GEOLOGICAL SCI			16650 1						
PHYSICS							25200 1		

AVERAGE SALARY OFFERS MAY 1991 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ECONOM & FINANCE (BANKING							37500 1		
MARKETING/MARK MGMT (RESR									19000 1
AEROSPACE & AERONAUTICAL					26252 1	32000 1		27332 1	26252 1
CHEMICAL					34945 8		37339 51 43000/36500	39421 12	35618 10
CIVIL		33000 1						24752 1	26966 6
COMPUTER			28534 2		26254 2				31490 1
ELECTRICAL/ELECTRONIC	31607 4	31587 3			27899 11			34401 6	30722 21 37200/26252
INDUSTRIAL						26252 1			31063 8
MECHANICAL	34500 2				24268 2		36000 1	35050 6	33453 16
METALLURGICAL									33960 9
MINING (INCL GEOLOGICAL)									24000 1
PETROLEUM									38760 5
ENGINEERING TECHNOLOGY	28200 2	20000 1		38000 1	19500 1				24767 3
COMPUTER SCIENCE			32195 2						
BIOLOGICAL						14000 1			
CHEMISTRY						25840 2	33000 1		21000 1
PHYSICS					33272 1				

AVERAGE SALARY OFFERS MAY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING						26550 1			
BUSINESS ADMIN (INCL MGMT	17500 1								
MARKETING/MARK MGMT (RESR	24000 1								
SPECIAL EDUCATION									19050 2
SOCIAL SCIENCES-OTHER									13000 1
AGRIBUSINESS	21000 1								
ALLIED HEALTH	22000 1		27505 6		28847 13				30503 19
HEALTH SCIENCES					28000 1				23500 2
NURSING				31557 29 40000/27500					55200 1
PHARMACY						42400 3			
CHEMISTRY	18000 1								

AVERAGE SALARY OFFERS MAY 1991 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING						30000 1			
BUSINESS ADMIN (INCL MGMT						32000 4			
ECONOM & FINANCE (BANKING						21088 1			
MANAGEMENT INFO SYSTEMS					18000 1	31333 3			
COMMUNICATIONS		12000 1							
ELEMENTARY EDUCATION	18100 1			10000 1					
PRE-ELEMENTARY EDUCATION	10500 2			15496 1					
LETTERS (incl English, Li							30000 1		
PSYCHOLOGY		15650 2		14250 2					
SOCIOLOGY		17200 1							
SOCIAL SCIENCES-OTHER		18000 1		17600 2					
COMPUTER						32500 2			
PETROLEUM							40000 1		
ENGINEERING TECHNOLOGY							24440 1		
NATURAL RESOURCES									20000 1
COMPUTER SCIENCE					27714 23 42000/22000	31500 2	31081 12		
COMPUTER PROGRAMMING						29000 1			
INFORMATION SCIENCES & SY					20500 1	24000 1	33231 3		

AVERAGE SALARY OFFERS MAY 1991 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING		HUMAN RESRCS /		MANAGEMENT TRA		MATH/STATISTIC		PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING	
ACCOUNTING		35000	1			18000	1							
BUSINESS ADMIN (INCL MGMT		31500	2	21833	3	23818	10							
DISTRIBUTION MANAGEMENT						24000	1							
ECONOM & FINANCE (BANKING		24000	3			24750	4	21023	1					
MARKETING/MARK MGMT (RESR		31000	1	21000	1	20000	1	24070	1					
COMMUNICATIONS						28000	1							
TELECOMMUN/BROADCASTING				20000	1									
ELEMENTARY EDUCATION													18974	10
PRE-ELEMENTARY EDUCATION		10000	1										12297	7
SPECIAL EDUCATION													24306	11
TEXTILES & CLOTHING						23400	5							
LETTERS (incl English, Li						25000	1						26500	1
VISUAL & PERFORMING ARTS													21910	4
HISTORY						18000	1							
PSYCHOLOGY				12000	1	20000	1				17589	1	22000	1
AGRICULTURAL						23270	1							
CHEMICAL		18780	1											
CIVIL		30000	1											
ELECTRICAL/ELECTRONIC						34100	2							
INDUSTRIAL		30846	2			27900	1							
ENGINEERING TECHNOLOGY				28340	1								21880	2
COMPUTER SCIENCE		31740	5											
BIOLOGICAL												28500	1	11440	1

AVERAGE SALARY OFFERS MAY 1991 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
CHEMISTRY								22000 1	
MATHEMATICS		27000 1			22069 7				
OTHER PHYSICAL & EARTH SC									26000 1

AVERAGE SALARY OFFERS MAY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKM	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28918 116 36300/27000	25140 28 32000/21600	27000 3	22800 4			15000 1	16800 1	24481 16
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	35000 1	37645 2	20000 2	19200 1	16000 1		23067 3	15236 1	15600 1
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL		23920 10	22000 4		17000 2		23214 22 31000/18000		23450 4
BACHELOR - TECHNICAL					33000 1	32100 1	30136 11		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL			20215 3		11440 1			13520 1	
BACHELOR - TECHNICAL			22185 2				27256 19	25400 5	32956 37 37500/27000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL							37500 1		
BACHELOR - TECHNICAL	31478 8	29552 5	30364 4	38000 1	29481 26 38500/21204	24786 5	37232 53 43000/36000	36224 26 45000/27332	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	20750 2					26550 1			
BACHELOR - TECHNICAL	20333 3		27505 6	31557 29 40000/27500	28787 14	42400 3			

AVERAGE SALARY OFFERS MAY 1991 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	13033 3	15700 5		14866 6	18000 1	30343 9	30000 1		
BACHELOR - TECHNICAL					27414 24 42000/?2000	30167 6	31594 17		20000 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		26375 8	19750 6	23353 26 33000/19000	22547 2		17589 1		19980 34 40320/10400
BACHELOR - TECHNICAL		29617 10	28340 1	29843 4	22069 7			25250 2	20300 4

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 5 July 1991

MIDDLE ATLANTIC REGION (MAPA)

Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson-Rutherford
Fairleigh Dickinson-Teaneck
Fairmont State College
Franklin & Marshall College
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
Howard University
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Lycoming College
Mansfield University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State-Behrend College
Penn State-Capitol Campus
University of Pennsylvania
University of Pittsburgh
Princeton University
Ramapo College of NJ
Rutgers University-Camden-Arts & Science
Rutgers University-Newark
Rutgers University-New Brunswick
University of Scranton
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Thomas Jefferson University
Trenton State University
Villanova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener College
William Paterson College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Middle Atlantic** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (May 6, 1991 through June 5, 1991) and cumulatively (September 1, 1990, and June 5, 1991). The block tables list data for the cumulative period and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	97	611	$27599	$26364	$32000	$28000	$21023	200	2774	$27940	$26602	$32500	$28000	$23000
BUSINESS ADMIN (INCL MGMT	76	376	24565	23933	30600	26150	16800	104	966	24594	23616	31200	25500	16800
DISTRIBUTION MANAGEMENT	2	4	35454	29577	*	*	*	3	18	31636	27495	*	*	*
ECONOM & FINANCE (BANKING	50	441	27706	25890	32000	28000	23000	75	1238	26322	25913	32000	26000	21000
HOTEL/RESTAURANT MGMT.	12	69	23208	21100	*	*	*	12	118	23208	21127	*	*	*
HUMAN RSRCS (incl LABOR R	3	39	25000	24238	*	*	*	3	93	25000	24066	*	*	*
MANAGEMENT INFO SYSTEMS	4	98	30175	29039	*	*	*	11	322	28564	28412	*	*	*
MARKETING/MARK MGMT (RESR	32	346	26915	23718	29580	28500	22000	55	1081	25650	23850	30000	28000	19000
REAL ESTATE	+	1	+	20000				+	7	+	20760			
COMMUNICATIONS														
ADVERTISING	1	9	28000	24667	*	*	*	2	51	23350	21866	*	*	*
COMMUNICATIONS	4	65	24680	23155	*	*	*	7	193	21603	22067	*	*	*
JOURNALISM	2	30	21500	22821	*	*	*	3	103	19533	20586	*	*	*
TELECOMMUN/BROADCASTING	+	13	+	22200				6	52	21133	23388	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	6	56	19333	20015	*	*	*	18	273	18547	20054	*	*	*
PRE-ELEMENTARY EDUCATION	1	3	15000	16167	*	*	*	12	30	12298	16599	*	*	*
PHYSICAL EDUCATION	+	4	+	19750				+	29	+	19314			
SPECIAL EDUCATION	4	10	20500	20711	*	*	*	17	50	22792	22424	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	11	+	21854				+	27	+	21159			
TEXTILES & CLOTHING	10	43	23400	21250	*	*	*	10	82	23400	21210	*	*	*
MERCHANDISING MANAGEMENT	2	13	23500	21233	*	*	*	3	44	21000	21017	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	5	19	22600	21962	*	*	*	7	36	21092	21636	*	*	*
LETTERS (incl English, Li	8	44	20188	20966	*	*	*	11	112	21545	21490	*	*	*
VISUAL & PERFORMING ARTS	1	13	13000	18520	*	*	*	5	63	20128	19646	*	*	*
HUMANITIES - OTHER	7	35	23100	23977	*	*	*	7	81	23100	22806	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	8	18	23500	23295	*	*	*	8	58	23500	21533	*	*	*
HISTORY	5	37	22200	25430	*	*	*	7	68	21786	23465	*	*	*
POLITICAL SCIENCE/GOVT	5	54	24660	24407	*	*	*	6	131	23020	23063	*	*	*
PSYCHOLOGY	13	52	24820	21918	*	*	*	24	151	21411	20553	28500	20000	13300
SOCIOLOGY	5	21	20600	22206	*	*	*	6	63	20033	20119	*	*	*
SOCIAL SCIENCES-OTHER	10	46	21640	22570	*	*	*	16	127	19883	21536	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	21	+	31568				5	123	27567	30434	*	*	*
AGRICULTURAL	1	5	23270	30822	*	*	*	1	39	23270	30878	*	*	*
ARCHITECTURAL	1	10	36000	32103	*	*	*	1	50	36000	31193	*	*	*
BIOENGINEERING & BIOMEDIC	+	3	+	32867				+	9	+	29567			
CHEMICAL	67	376	37503	37591	40260	38000	36000	124	1352	36863	37381	39660	37500	34620
CIVIL	21	264	29169	29902	31812	28800	26000	34	829	28429	29666	32400	27998	25000
COMPUTER	23	70	34856	33158	37000	35200	32000	31	201	33650	32368	36960	35000	31490
ELECTRICAL/ELECTRONIC	47	537	33515	33298	37200	34000	30000	95	1642	32194	33191	36792	33000	26252

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENVIRONMENTAL ENGINEERING	+	2	+	$28000				+	6	+	$28983			
INDUSTRIAL	11	148	$32811	32199	*	*	*	29	414	$31953	32299	$34800	$32100	$27900
MECHANICAL	65	567	34144	33881	$37080	$34500	$31800	117	1893	33843	34007	37500	34000	31000
METALLURGICAL	9	35	31647	32473	*	*	*	18	151	32803	33400	*	*	*
MINING (INCL GEOLOGICAL)	1	9	36000	32889	*	*	*	2	48	30000	31504	*	*	*
NUCLEAR	+	6	+	32733				+	21	+	32447			
PETROLEUM	1	27	40680	40090	*	*	*	7	181	39211	38972	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	4	47	32225	34068	*	*	*	29	180	24798	29697	33000	23000	18000
INDUSTRIAL TECHNOLOGY	+	17	+	30004				+	35	+	28645			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	2	19	25500	25019	*	*	*	2	74	25500	23145	*	*	*
ANIMAL SCIENCES	+	2	+	33500				+	29	+	22557			
PLANT SCIENCES	+	3	+	18467				+	15	+	20140			
NATURAL RESOURCES	+	2	+	19500				3	12	22000	20588	*	*	*
OTHER AGRICULTURAL SCIENC	+	10	+	22970				+	37	+	24158			
COMPUTER SCIENCE														
COMPUTER SCIENCE	62	220	32645	31122	36336	33600	28000	106	762	31006	30680	36200	32500	24600
COMPUTER PROGRAMMING	1	16	26000	26392	*	*	*	2	35	27500	27216	*	*	*
INFORMATION SCIENCES & SY	31	58	31205	30187	34800	32000	27600	36	200	30876	29344	34800	31750	26700
SYSTEMS ANALYSIS	+	2	+	33450				+	8	+	27433			
HEALTH SCIENCES														
ALLIED HEALTH	61	96	31239	30809	40000	30000	24000	98	155	30553	29654	37800	30000	24000
HEALTH SCIENCES	2	9	17750	22279	*	*	*	5	41	22100	20941	*	*	*
NURSING	121	161	32619	32000	37500	31000	30000	158	250	32657	30801	38000	31000	30000
PHARMACY	+	28	+	39082				3	56	42400	39439	*	*	*
SCIENCES														
ACTUARIAL	+	20	+	33708				+	26	+	32309			
ARCHITECTURAL & ENVIRONME	+	2	+	36500				+	18	+	27578			
BIOLOGICAL	2	13	20250	24672	*	*	*	4	61	16485	21457	*	*	*
CHEMISTRY	6	29	24942	25951	*	*	*	15	80	25765	27108	*	*	*
GEOLOGY & GEOLOGICAL SCI	1	2	35000	30000	*	*	*	2	27	25825	28380	*	*	*
MATHEMATICS	17	66	30588	28995	*	*	*	24	162	28103	27978	33300	30000	21023
PHYSICS	4	6	27460	27207	*	*	*	6	21	28052	28530	*	*	*
OTHER PHYSICAL & EARTH SC	1	2	35040	32520	*	*	*	2	7	30520	25084	*	*	*
POLYMER SCIENCE	+	1	+	32600				+	3	+	34367			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	935	5492						1597	17694					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	77	407	$28344	$26828	$32500	$28000	$25000	156	2044	$28686	$27158	$33000	$28500	$26000
ACCOUNTING (PRIVATE)	24	239	25328	25752	30120	25000	19500	46	775	24734	25180	30000	25000	18000
COMMERCIAL BANKING (CNSMR	4	46	19750	21336	*	*	*	7	107	22857	21970	*	*	*
COMMERCIAL BANKING (LENDG	1	52	19400	23366	*	*	*	5	137	22120	23780	*	*	*
INVESTMT BANKING (CORP FN	1	20	27000	30614	*	*	*	1	43	27000	29041	*	*	*
INVESTMT BANKNG (M & A)	+	3	+	32000				+	5	+	30600			
INVESTMT BANKG (REAL EST)	+	2	+	27500				1	6	15000	21750	*	*	*
INVESTMT BANKG (SALES & T	+	9	+	27067				1	26	16800	24777	*	*	*
FINANCIAL/TREASURY ANALYS	21	128	26231	27735	30000	28000	21000	33	404	25586	27443	30000	26000	20195
PORTFOLIO MGMT/BROKERAGE	4	23	31350	27209	*	*	*	5	50	32080	25137	*	*	*
UNDERWRITING	9	36	25889	24585	*	*	*	11	139	28026	24433	*	*	*
INSURANCE - CLAIMS	4	39	24430	22997	*	*	*	6	113	22953	22785	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	7	+	22323				1	32	19200	20515	*	*	*
MEDIA PLANNING	1	10	28000	18614	*	*	*	2	17	22000	20232	*	*	*
REPORTING	+	9	+	23400				+	22	+	18422			
PRODUCTION	2	15	22850	22816	*	*	*	5	55	22980	24295	*	*	*
PUBLIC RELATIONS	1	20	18000	21533	*	*	*	2	54	16618	20463	*	*	*
WRITING / EDITING	2	11	28500	21363	*	*	*	3	38	24200	20671	*	*	*
MARKETING														
ADVERTISING	1	17	28000	23224	*	*	*	1	43	28000	21360	*	*	*
BRAND/PRODUCT MANAGEMENT	4	27	29227	25951	*	*	*	13	125	25470	24443	*	*	*
BUYER/MERCHANDISING	29	122	26397	23710	28500	28000	21000	30	303	26050	23517	28500	28000	21000
DISTRIBUTION	2	10	27500	25106	*	*	*	2	46	27500	26051	*	*	*
MARKET RESEARCH	6	25	22747	25942	*	*	*	9	77	22609	25448	*	*	*
PURCHASING	1	8	21023	33440	*	*	*	2	32	26562	27716	*	*	*
SALES	28	350	26159	25667	33480	28150	18400	55	1080	25652	25372	33480	26200	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	7	+	23423				+	32	+	20765			
FINANC,TAXA, MONETARY POL	1	16	21023	21026	*	*	*	5	80	22965	22655	*	*	*
ECONOMIC PROGRAMS	4	10	20562	21486	*	*	*	4	17	20562	21721	*	*	*
LAW ENFORCEMENT	4	25	26950	23342	*	*	*	4	59	26950	23076	*	*	*
MILITARY	2	25	23500	23440	*	*	*	7	55	21716	23685	*	*	*
NATIONAL SECURITY	+	1	+	27000				+	9	+	20956			
URBAN / REGIONAL PLANNING	+	2	+	19500				1	10	11440	19183	*	*	*
ENGINEERING														
BIOENGINEERING	+	3	+	30200				+	9	+	27622			
DESIGN / CONSTRUCT	18	281	32461	30892	*	*	*	34	877	29096	30766	36000	31250	22000
ENVIRONMENTAL/SANITATION	9	56	30689	31853	*	*	*	14	159	27516	30989	*	*	*
MANUFACTURING/INDUSTRIAL	16	264	34876	34018	*	*	*	52	980	33498	33930	36660	34200	31300
SYSTEMS / PROGRAMMING	15	74	32657	32300	*	*	*	23	241	32247	32238	35700	33000	28800
POWER SYSTEMS	9	83	32535	33351	*	*	*	14	233	31469	33217	*	*	*
SOFTWARE DESIGN & DEVELOP	32	77	35109	33724	38000	35000	32000	36	206	34581	32869	38000	35000	31600
HARDWARE DESIGN & DEVELOP	2	51	32936	34041	*	*	*	3	191	34624	33709	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	9	93	$37552	$34602	*	*	*	34	328	$31355	$34268	$38100	$33616	$26252
TESTING	1	38	22800	30612	*	*	*	6	145	24455	30692	*	*	*
PROCESS ENGINEERING	40	267	37371	37737	$39840	$37500	$36000	78	1072	37224	37658	39600	37500	36000
PROJECT ENGINEERING	39	341	35221	34080	40700	35880	28800	54	1113	34739	34092	40000	35700	27332
OTHER ENGINEERING	89	494	33385	33341	37500	34000	28000	166	1480	32536	32821	37500	33600	26252
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	4	7	18500	19789	*	*	*	8	28	19438	23074	*	*	*
INDUSTRIAL HYGIENE	+	3	+	24233				+	5	+	24106			
MEDICAL TECHNOLOGY	9	14	27144	27564	*	*	*	13	44	27410	24765	*	*	*
NURSES / PERSONAL CARE	120	160	32641	31947	38000	31000	29968	156	245	32530	30640	37500	31000	30000
OCCUPATIONAL THERAPY	11	20	30522	29412	*	*	*	25	38	29550	29627	34000	29000	27000
PHARMACIST	+	28	+	39082				4	57	38438	39213	*	*	*
PHYSICAL THERAPY	+	20	+	31630				+	24	+	29532			
RESPIRATORY THERAPY	+	1	+	27600				+	5	+	32651			
OTHER HEALTH RELATED	42	62	32109	29176	40000	31080	23000	67	123	31066	26394	40000	30000	23000
SOCIAL SERVICES														
ADMINISTRATION	5	14	15900	19138	*	*	*	8	34	14825	20069	*	*	*
COUNSELING	4	17	17425	17866	*	*	*	9	62	16467	17107	*	*	*
FUNDRAISING / DEVELOPMENT	+	3	+	18500				+	4	+	17685			
SOCIAL WORK	4	16	18700	18278	*	*	*	10	55	16400	17470	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	24	151	29837	28899	36000	30300	25800	49	576	28409	28799	35400	28000	20000
INFORMATION SYSTEMS	29	75	31182	30816	35700	32400	25000	42	253	31126	29911	34800	32000	26700
SYSTEMS ANALYSIS & DESIGN	22	95	31006	30889	33500	32514	27600	38	344	31144	30178	37200	32384	24440
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	7	29	33129	32700	*	*	*	7	50	33129	32220	*	*	*
AGRICULTURE/NAT'L RESOURC	1	13	12000	20954	*	*	*	2	91	16000	21863	*	*	*
ARCHITECTURE	+	2	+	36500				+	10	+	28290			
CONSULTING	35	183	28546	29328	32400	30000	25500	50	491	28385	29214	33700	30000	18780
HUMAN RESRCS /INDUS RELS	3	31	25000	25484	*	*	*	10	95	22184	23651	*	*	*
MANAGEMENT TRAINEE	72	547	24406	22823	30000	25000	19000	88	1354	24462	22764	30000	24750	19000
MATH/STATISTICIANS	1	10	16973	23959	*	*	*	10	33	21655	23647	*	*	*
PARALEGAL	+	16	+	21706				+	25	+	20592			
RESEARCHERS NON-TECHNICAL	3	6	24913	21157	*	*	*	3	13	24913	22612	*	*	*
RESEARCHERS - TECHNICAL	7	17	28570	27590	*	*	*	8	43	27749	28678	*	*	*
TEACHING	20	109	20130	20291	25500	21800	13000	58	523	20054	20475	25500	21350	11440
TOTALS	935	5492						1597	17694					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MAPA REGIONAL Report No. 5 JULY 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	57	+	$30961				2	239	$27500	$31257	*	*	*
MBA--NON-TECH	1	107	$40440	33959	*	*	*	5	362	32757	35225	*	*	*
MBA--TECH	2	20	40198	38099	*	*	*	3	79	41132	39402	*	*	*
MS-BUSINESS	+	18	+	40982				+	39	+	42121			
ECONOMICS & FINANCE (BANK	+	88	+	38966				+	235	+	41841			
HUMAN RESOURCES (INCL LAB	+	21	+	39090				3	53	32633	38700	*	*	*
MANAGEMENT INFORMATION SY	+	17	+	36666				+	33	+	35820			
MARKETING/MKTNG MGT (RESE	+	41	+	40678				+	141	+	43503			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	2	+	34900				+	8	+	29320			
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	20000				+	16	+	23926			
ELEMENTARY EDUCATION	+	2	+	25500				10	29	25657	24354	*	*	*
PHYSICAL EDUCATION	+	2	+	24250				1	7	16500	23286	*	*	*
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	4	+	23784				+	14	+	23764			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				1	2	21000	16650	*	*	*
LETTERS	+	3	+	29394				+	7	+	26026			
VISUAL & PERFORMING ARTS	+	3	+	23967				1	5	21325	22845	*	*	*
HUMANITIES - OTHER	+	5	+	33968				1	9	20004	32760	*	*	*
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	1	+	22145				+	1	+	22145			
PSYCHOLOGY	+	2	+	19500				+	12	+	23209			
SOCIOLOGY	+	+	+	+				+	3	+	24267			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	13	+	30853			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	4	+	35970				+	15	+	35934			
AGRICULTURAL	+	1	+	35400				+	3	+	30800			
BIOENGINEERING & BIOMEDIC	+	1	+	27950				+	3	+	31150			
CHEMICAL	10	24	41346	41462	*	*	*	11	68	41224	40352	*	*	*

continued

MAPA REGIONAL Report No. 5 JULY 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	+	39	+	$35077				+	112	+	$34912			
COMPUTER	+	11	+	38264				+	18	+	39297			
ELECTRICAL/ELECTRONIC	+	55	+	39012				1	173	$31490	38658	*	*	*
INDUSTRIAL	1	11	$39900	38253	*	*	*	2	32	37950	36989	*	*	*
MECHANICAL	3	51	38000	36980	*	*	*	8	165	36365	37856	*	*	*
METALLURGICAL	2	5	37130	37552	*	*	*	2	24	37130	37917	*	*	*
MINING & MINERAL	+	+	+	+				+	14	+	35007			
NUCLEAR	1	5	35380	39048	*	*	*	1	7	35380	38691	*	*	*
PETROLEUM	+	4	+	47150				2	31	52020	44097	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	5	+	34147				+	9	+	28291			
HEALTH SCIENCES	+	3	+	24240				+	17	+	25895			
NURSING	+	4	+	55500				+	4	+	55500			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	1	+	30000				1	7	20195	26671	*	*	*
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	1	+	28080			
BIOLOGICAL	1	2	30000	26000	*	*	*	1	5	30000	24012	*	*	*
CHEMISTRY	+	6	+	36657				+	13	+	34411			
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	57	34000	38404	*	*	*	4	137	38268	37710	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	4	+	38755				+	34	+	37134			
MATHEMATICS (INCL ACTUARI	+	6	+	30334				+	18	+	29206			
PHYSICS	+	+	+	+				1	3	22356	27219	*	*	*
POLYMER	2	2	34980	34980	*	*	*	2	2	34980	34980	*	*	*
TOTALS	24	695						63	2229					

Master's Degree Candidates - Experience[1]

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 5/6/91 THROUGH 6/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	60	+	$41173				+	184	+	$44328			
MBA--TECH	+	26	+	49085				+	71	+	48762			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	97	+	48008				2	300	$30500	48622	*	*	*
MBA--TECH	+	58	+	53184				+	161	+	52801			
OVER 4 YEARS														
MBA--NON-TECH	+	264	+	52026				21	407	41652	50782	$50000	$38000	$32000
MBA--TECH	+	117	+	54295				14	196	44836	53706	*	*	*
TOTALS	+	622						37	1319					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	11	16	$60436	$59894	*	*	*	11	26	$60436	$58458	*	*	*
ECONOMICS	+	2	+	43000				+	2	+	43000			
EDUCATION														
EDUCATION ADMINISTRATION	+	6	+	43417				+	11	+	40597			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	45000				+	3	+	36667			
FOREIGN LANGUAGES	+	+	+	+				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	1	4	44000	38250	*	*	*	1	9	44000	45078	*	*	*
SOCIOLOGY	+	1	+	40000				+	1	+	40000			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	3	+	46027			
CHEMICAL	19	47	53092	53612	*	*	*	19	75	53092	53114	*	*	*
CIVIL	+	+	+	+				1	6	42000	41499	*	*	*
COMPUTER	+	3	+	55833				+	5	+	54400			
ELECTRICAL/ELECTRONIC	11	17	59805	56414	*	*	*	11	29	59805	56164	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	7	+	44883				+	12	+	46196			
METALLURGICAL	1	5	49500	51212	*	*	*	1	18	49500	48739	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	3	+	46183				+	4	+	43638			
BIOLOGICAL	+	2	+	33125				+	6	+	31800			
CHEMISTRY	1	15	31116	48665	*	*	*	1	66	31116	48608	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	1	+	46000				+	10	+	52184			
MATHEMATICS	+	+	+	+				+	6	+	38483			
PHYSICS	2	3	42150	38100	*	*	*	2	5	42150	38860	*	*	*
POLYMER	+	1	+	52500				1	6	39000	48417	*	*	*
TOTALS	46	134						48	307					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS JULY 1991 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	28763 150 36300/26000			26713 8	24000 1			31750 2	
BUSINESS ADMIN (INCL MGMT	24200 3			17483 6	31250 2	27500 4	31000 1	29363 16	
ECONOM & FINANCE (BANKING	30700 5			26370 7	25000 1	31250 2	31500 2	29830 5	
MANAGEMENT INFO SYSTEMS					18000 1		26500 4		
MARKETING/MARK MGMT (RESR					16800 1	27500 1		25000 2	
COMMUNICATIONS							21600 1		
TELECOMMUN/BROADCASTING						21300 4			
PRE-ELEMENTARY EDUCATION								10000 1	
LETTERS (incl English, Li				25000 1		12000 1	30000 1		
HISTORY				23500 1					
PSYCHOLOGY		19200 1					36333 3		
SOCIOLOGY						18000 1			
SOCIAL SCIENCES-OTHER							24000 1		
CHEMICAL								18780 1	34390 2
CIVIL								29000 2	29036 14
COMPUTER						36800 3	35500 4	31000 2	
ELECTRICAL/ELECTRONIC						35000 2			
INDUSTRIAL								30846 2	
MECHANICAL								31800 3	32960 5
METALLURGICAL							36000 1		34000 1
MINING (INCL GEOLOGICAL)									24000 1
PETROLEUM									33600 1
ENGINEERING TECHNOLOGY		15000 1					24440 1	29500 2	23000 1

AVERAGE SALARY OFFERS JULY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
NATURAL RESOURCES								21500 2	
COMPUTER SCIENCE	32000 1		28000 1	27933 3		33490 10	29299 16	32125 8	27000 1
INFORMATION SCIENCES & SY							26413 7	31015 13	
MATHEMATICS							31950 4	30000 1	
PHYSICS								25200 1	

AVERAGE SALARY OFFERS JULY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	17500 1		15000 1			23000 2			
BUSINESS ADMIN (INCL MGMT	24195 11		20000 2	24320 5		22956 27 33000/18000			
DISTRIBUTION MANAGEMENT						24000 1			
ECONOM & FINANCE (BANKING	21300 5	27500 2		24989 10		26500 7			
HOTEL/RESTAURANT MGMT.			23208 12						
HUMAN RSRCS (incl LABOR R	21000 1								
MANAGEMENT INFO SYSTEMS				35000 1					
MARKETING/MARK MGMT (RESR	23467 3		17500 2			25276 25 30000/20400			17680 1
ADVERTISING						28000 1			
COMMUNICATIONS	12500 1			24120 1		27000 3			
JOURNALISM						21000 1			15600 1
TELECOMMUN/BROADCASTING				21600 1		20000 1			
TEXTILES & CLOTHING						23400 10			
MERCHANDISING MANAGEMENT						20500 2			
FOREIGN LANGUAGES	25000 1			22500 2					
LETTERS (incl English, Li				26000 1		28000 1		19000 1	
HUMANITIES - OTHER				30000 1		22250 2			
CRIMINAL JUSTICE						23600 2		30000 1	
HISTORY				26000 1		18000 1			
POLITICAL SCIENCE/GOVT		14820 1				28000 1			
PSYCHOLOGY	25000 1					21140 5	12000 1		
SOCIOLOGY			25000 1	23000 1		23000 1			
SOCIAL SCIENCES-OTHER				26000 1		28250 2			18200 1

AVERAGE SALARY OFFERS JULY 1991 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ENGINEERING TECHNOLOGY						29750 2			
AGRIBUSINESS				30000 1					
COMPUTER SCIENCE	30000 1			28000 2		18000 2			
COMPUTER PROGRAMMING						26000 1			
PHARMACY						42400 3			
MATHEMATICS	30000 1			33129 7					

AVERAGE SALARY OFFERS JULY 1991 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			27500 1	24396 1	24500 1	22445 5	19407 3	19500 1	
BUSINESS ADMIN (INCL MGMT			24000 1		18830 2	21338 2	11440 1	17400 2	17500 1
ECONOM & FINANCE (BANKING		21600 1	25813 3	31400 1		22407 9			16160 1
MANAGEMENT INFO SYSTEMS							22500 1		
MARKETING/MARK MGMT (RESR						14924 1			24000 1
JOURNALISM					22000 1				
ELEMENTARY EDUCATION					20992 13		12000 1		
PRE-ELEMENTARY EDUCATION					12275 4				
SPECIAL EDUCATION					23805 13				
MERCHANDISING MANAGEMENT			22000 1						
FOREIGN LANGUAGES					21500 2	16644 1			
LETTERS (incl English, Li					21250 4				
VISUAL & PERFORMING ARTS					22813 3				
HUMANITIES - OTHER					15000 1			18200 1	
CRIMINAL JUSTICE							25000 3		
HISTORY					20000 1	22000 2			
POLITICAL SCIENCE/GOVT			28300 1		20000 1	21000 1			
PSYCHOLOGY		25000 1			20297 4	19487 2			
SOCIOLOGY									14000 1
SOCIAL SCIENCES-OTHER			13520 1			22000 1	22000 1		18500 2
AEROSPACE & AERONAUTICAL						26612 3			
CHEMICAL				37500 1		24878 6			
CIVIL				31500 2		23767 4	28349 4		

AVERAGE SALARY OFFERS JULY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
COMPUTER				35000 1		26516 4			
ELECTRICAL/ELECTRONIC			31800 1	32622 8		26186 23 34000/22000			
INDUSTRIAL			29900 3			24951 3			
MECHANICAL				32658 4		26762 8			
PETROLEUM				40000 1					
ENGINEERING TECHNOLOGY			20000 1	17000 2	21880 2	22800 1			
AGRIBUSINESS									21000 1
COMPUTER SCIENCE			44700 1	32634 2	18000 1	26746 4	16120 1		25650 4
COMPUTER PROGRAMMING			29000 1						
ALLIED HEALTH					24300 2			29908 81 45000/25400	34869 15
HEALTH SCIENCES								24667 3	18250 2
NURSING					28050 2	28000 2		32820 152 55200/30000	29120 1
BIOLOGICAL					12720 2		12000 1		
CHEMISTRY				19680 1	15500 2	25860 2		18000 1	
GEOLOGY & GEOLOGICAL SCI						16650 1			
MATHEMATICS					22250 2	20747 6			
PHYSICS					33272 1	21500 2			
OTHER PHYSICAL & EARTH SC					26000 1				

AVERAGE SALARY OFFERS JULY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					25000 1				28750 2
BUSINESS ADMIN (INCL MGMT			15236 1						31000 5
ECONOM & FINANCE (BANKING								28800 1	37500 1
HUMAN RSRCS (incl LABOR R				29000 1	25000 1				
MARKETING/MARK MGMT (RESR									28250 3
COMMUNICATIONS			12000 1						
ELEMENTARY EDUCATION			12980 3						
PRE-ELEMENTARY EDUCATION			12246 6	15000 1					
SPECIAL EDUCATION			19500 4						
LETTERS (incl English, Li	12000 1								
VISUAL & PERFORMING ARTS			19200 1						
HUMANITIES - OTHER			22000 1						32000 1
CRIMINAL JUSTICE			17900 2						
PSYCHOLOGY			16300 6						
SOCIOLOGY			17200 1						
SOCIAL SCIENCES-OTHER			16483 6						
AEROSPACE & AERONAUTICAL					32000 1				
ARCHITECTURAL								36000 1	
CHEMICAL									37235 73 40400/36000
CIVIL								27250 4	32800 2
COMPUTER									33850 2
ELECTRICAL/ELECTRONIC					32262 6		34754 7	36500 2	34967 6
INDUSTRIAL							34000 3	33960 1	32784 6

AVERAGE SALARY OFFERS JULY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MECHANICAL					30500 5		33486 7		35954 25 38600/34000
ENGINEERING TECHNOLOGY							18000 2	31200 2	37500 1
COMPUTER SCIENCE					32550 2		33600 1		32777 7
INFORMATION SCIENCES & SY									33820 5
BIOLOGICAL									28500 1
CHEMISTRY									30296 7

AVERAGE SALARY OFFERS JULY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	32000 2	24883 6				23000 2		28333 3	30060 2
BUSINESS ADMIN (INCL MGMT		31200 1			29000 1				20000 1
DISTRIBUTION MANAGEMENT									35454 2
ECONOM & FINANCE (BANKING	27030 1	25500 4						27800 1	28027 6
MANAGEMENT INFO SYSTEMS		33500 2							35700 1
MARKETING/MARK MGMT (RESR	31000 1		21800 2	26004 1					29200 6
POLITICAL SCIENCE/GOVT				26000 1					
CHEMICAL		36440 3		37500 1	34620 2			38500 2	40118 21 45000/39060
COMPUTER	35206 7	33400 6							36960 1
ELECTRICAL/ELECTRONIC	32720 2	34282 26 39200/31200			33607 3			34250 2	37115 4
INDUSTRIAL		32820 2		34800 1	33600 1			34800 1	36840 2
MECHANICAL	25000 1	34489 31 37080/32760		35000 2	33613 11		37500 1	33150 2	37554 5
METALLURGICAL					32529 16				
MINING (INCL GEOLOGICAL)						36000 1			
PETROLEUM									40176 5
ENGINEERING TECHNOLOGY	38000 1	23750 4		23400 1	26000 1				
COMPUTER SCIENCE	34654 8	34571 7			27807 6			31500 1	35899 5
INFORMATION SCIENCES & SY	29720 3								
GEOLOGY & GEOLOGICAL SCI									35000 1
MATHEMATICS	27900 2								
PHYSICS	33840 1								33000 1
OTHER PHYSICAL & EARTH SC		35040 1							

AVERAGE SALARY OFFERS JULY 1991 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							28110 5
BUSINESS ADMIN (INCL MGMT	25500 1					28300 6	22800 2
MANAGEMENT INFO SYSTEMS			30000 1				
MARKETING/MARK MGMT (RESR				39600 2			27600 3
ADVERTISING							18700 1
ELEMENTARY EDUCATION						10000 1	
FOREIGN LANGUAGES							18000 1
VISUAL & PERFORMING ARTS	13000 1						
HISTORY							21000 1
AEROSPACE & AERONAUTICAL							26000 1
AGRICULTURAL							23270 1
CHEMICAL	37500 2			36960 1		37200 5	36250 4
CIVIL							28001 2
COMPUTER						36190 1	
ELECTRICAL/ELECTRONIC			31500 1			33850 2	
INDUSTRIAL			31096 1	32100 1			31000 2
MECHANICAL				33600 1		35620 5	31800 1
ENGINEERING TECHNOLOGY			19500 1				26613 3
NATURAL RESOURCES							23000 1
COMPUTER SCIENCE			33500 1			36225 8	15500 2
INFORMATION SCIENCES & SY						33200 6	33000 2
NURSING							30000 1
CHEMISTRY				32000 1			22000 1

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MATHEMATICS				30000 1			

AVERAGE SALARY OFFERS JULY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	28738 158 36300/25500	19200 1		23986 23 34000/17000	24383 6	24246 13	29585 13	28556 26 36000/25000	
BACHELOR - TECHNICAL	32000 1	15000 1	28000 1	27933 3		34353 15	29816 33 38000/22000	30088 37 42000/25200	30065 26 36780/26000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	22669 24 41000/14000	23273 3	21861 18	25128 25 40290/21000		24033 95 33000/18000	12000 1	24500 2	17160 3
BACHELOR - TECHNICAL	30000 2			31790 10		31088 8			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL		23300 2	24095 8	27898 2	20965 50 40320/15000	21421 24 30000/20195	20116 10	18125 4	18110 6
BACHELOR - TECHNICAL			30743 7	31184 22 40000/27332	21778 15	25262 69 35000/21023	23586 6	31659 237 55200/27040	30967 23 48000/21000

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	12000 1		15892 32 26000/11000	22000 2	25000 2			28800 1	30563 12
BACHELOR - TECHNICAL					31655 14		32464 20 36000/31000	31436 10	35803 135 40400/32400

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	30508 4	26885 13	21800 2	26002 2	29000 1	23000 2		28200 4	29450 18
BACHELOR - TECHNICAL	33237 25 42000/28800	33849 80 39200/31950		33140 5	32168 40 36120/26820	36000 1	37500 1	34763 8	38616 45 45000/35000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	19250 2		30000 1	39600 2		25686 7	
BACHELOR - TECHNICAL	37500 2		28899 4	32932 5		35444 27 42900/34000	

AVERAGE SALARY OFFERS JULY 1991 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH				32172 2					
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									43000 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									40440 1
MBA--TECH									40198 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH				36000 1			23000 1
MBA--TECH							

AVERAGE SALARY OFFERS JULY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	28799 149 36300/26000	25114 37 39000/19500	29500 2	31200 1	27000 1				20500 2
BUSINESS ADMIN (INCL MGMT	15600 1	11160 1	15167 3	19400 1					24258 6
ECONOM & FINANCE (BANKING	30700 5	24627 7	27750 2	24000 1			15000 1		26312 25 34000/21600
MARKETING/MARK MGMT (RESR	14924 1							16800 1	
COMMUNICATIONS				12500 1					
HISTORY				23500 1					
PSYCHOLOGY		25000 1							

AVERAGE SALARY OFFERS JULY 1991 MAP A REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT	33467 3	26000 2	23200 3					15236 1	
ECONOM & FINANCE (BANKING	35000 1	28073 4							36000 1
MANAGEMENT INFO SYSTEMS		35000 1							
MARKETING/MARK MGMT (RESR							27500 1		
COMMUNICATIONS			24120 1		28000 1				
JOURNALISM									15600 1
TELECOMMUN/BROADCASTING					16000 1		23067 3		
FOREIGN LANGUAGES	25000 1	27000 1	18000 1						
LETTERS (incl English, Li		26000 1						18000 1	
HUMANITIES - OTHER		30000 1							
HISTORY		26000 1							21000 1
PSYCHOLOGY				19200 1					
SOCIAL SCIENCES-OTHER			26000 1				18200 1		

AVERAGE SALARY OFFERS JULY 1991 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									22012 2
BUSINESS ADMIN (INCL MGMT		22750 2	21000 4		15600 2	21023 1	21114 7		
DISTRIBUTION MANAGEMENT		35454 2							
ECONOM & FINANCE (BANKING		22000 1	28500 1				17700 2		24150 2
MANAGEMENT INFO SYSTEMS							27000 2		22500 1
MARKETING/MARK MGMT (RESR		26376 5	27719 16	27500 2	24560 3		25856 18		
ADVERTISING	28000 1						18700 1		
COMMUNICATIONS		25000 1			21600 1				
JOURNALISM		21000 1							
TELECOMMUN/BROADCASTING							21600 1		
TEXTILES & CLOTHING			24000 3				22500 2		
MERCHANDISING MANAGEMENT			20500 2				22000 1		
LETTERS (incl English, Li			28000 1		19000 1		12000 1		
HUMANITIES - OTHER							32000 1		
POLITICAL SCIENCE/GOVT		14820 1	28000 1				27150 2		
PSYCHOLOGY					25000 1		18100 2		
SOCIAL SCIENCES-OTHER			28250 2						
CHEMICAL							34500 2		
ELECTRICAL/ELECTRONIC							32750 2		
INDUSTRIAL						32100 1			
MECHANICAL					33000 1		36765 4		
ENGINEERING TECHNOLOGY							29750 2		
AGRIBUSINESS							30000 1		

AVERAGE SALARY OFFERS JULY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES		EXECUTIVE, LEG	FINANC,TAXA, M
COMPUTER SCIENCE							16000	2		
CHEMISTRY							31710	2		

AVERAGE SALARY OFFERS JULY 1991 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT					11440 1				
ECONOM & FINANCE (BANKING	21023 2								
FOREIGN LANGUAGES			16644 1						
CRIMINAL JUSTICE	19200 1	28600 3							
HISTORY			23000 1						
POLITICAL SCIENCE/GOVT	21000 1								
PSYCHOLOGY			22000 1						
SOCIAL SCIENCES-OTHER		22000 1	22000 1					13520 1	
AEROSPACE & AERONAUTICAL									26000 1
ARCHITECTURAL							36000 1		
CHEMICAL							36780 1	35500 3	37500 1
CIVIL							28009 10	29340 5	32400 2
COMPUTER									34200 2
ELECTRICAL/ELECTRONIC							35060 5		34974 10
INDUSTRIAL									34605 8
MECHANICAL							33100 9	26500 1	34144 25 37500/31800
ENGINEERING TECHNOLOGY							19714 7	23000 2	21667 3
NATURAL RESOURCES								23000 2	
CHEMISTRY			25860 2						
GEOLOGY & GEOLOGICAL SCI			16650 1						
PHYSICS							25200 1		

AVERAGE SALARY OFFERS JULY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	25000 1								29050 6
ECONOM & FINANCE (BANKING							37500 1		
MANAGEMENT INFO SYSTEMS	30000 1								
MARKETING/MARK MGMT (RESR									19000 1
PSYCHOLOGY			36333 3						
AEROSPACE & AERONAUTICAL					26252 1	32000 1		27332 1	26252 1
CHEMICAL					36120 13		37378 72 43000/36500	39229 14	34853 17
CIVIL		33000 1						26510 5	27937 9
COMPUTER	35093 6		33885 9	34000 1	26254 2				34411 7
ELECTRICAL/ELECTRONIC	31738 6	32736 8	32720 2	31872 1	28490 12			32885 12	31817 35 38400/26252
INDUSTRIAL		32220 1				26252 1	33000 1	34800 1	30835 12
MECHANICAL	34500 2	31154 3			29355 3	22800 1	35640 2	34907 18	34088 44 38800/31800
METALLURGICAL									32767 17
MINING (INCL GEOLOGICAL)									30000 2
PETROLEUM								40680 1	38760 5
ENGINEERING TECHNOLOGY	28200 2	20000 1		38000 1	19500 1		37500 1	34200 2	24767 3
COMPUTER SCIENCE	32875 4		34880 19						35633 3
INFORMATION SCIENCES & SY									32000 1
BIOLOGICAL						14000 1			
CHEMISTRY						25840 2	33000 1		21000 1
GEOLOGY & GEOLOGICAL SCI									35000 1
MATHEMATICS	28800 1		34267 3						
PHYSICS					33272 1				33000 1

AVERAGE SALARY OFFERS JULY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
OTHER PHYSICAL & EARTH SC					35040 1				

AVERAGE SALARY OFFERS JULY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING						26550 1			
BUSINESS ADMIN (INCL MGMT	17433 3								
MARKETING/MARK MGMT (RESR	24000 1								
SPECIAL EDUCATION									19050 2
HUMANITIES - OTHER	18200 1								
SOCIAL SCIENCES-OTHER									13000 1
AGRIBUSINESS	21000 1								
ALLIED HEALTH	22000 1		27410 13		29615 24 35000/27000				31752 60 48000/25000
HEALTH SCIENCES					28000 1				23333 3
NURSING				32530 156 48000/30000					55200 1
PHARMACY						42400 3			
CHEMISTRY	18000 1								

AVERAGE SALARY OFFERS JULY 1991 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING						30000 1			
BUSINESS ADMIN (INCL MGMT					30900 2	31400 5			
ECONOM & FINANCE (BANKING						26794 2			
MANAGEMENT INFO SYSTEMS					18000 1	30940 5			
COMMUNICATIONS		12000 1							
ELEMENTARY EDUCATION	18100 1			10000 1					
PRE-ELEMENTARY EDUCATION	10500 2			15496 1					
SPECIAL EDUCATION		17000 1							
LETTERS (incl English, Li							30000 1		
VISUAL & PERFORMING ARTS					13000 1				
HUMANITIES - OTHER	15000 1			22000 1					
CRIMINAL JUSTICE				17900 2					
POLITICAL SCIENCE/GOVT						20000 1			
PSYCHOLOGY		17325 4		14250 2					
SOCIOLOGY	14000 1	17200 1							
SOCIAL SCIENCES-OTHER	19000 2	16350 2		17400 3			24000 1		
COMPUTER					33840 1	32500 2	33000 1		
PETROLEUM							40000 1		
ENGINEERING TECHNOLOGY							24440 1		
NATURAL RESOURCES									20000 1
COMPUTER SCIENCE					29021 42 42900/22000	34400 8	31654 18		
COMPUTER PROGRAMMING					26000 1	29000 1			
INFORMATION SCIENCES & SY					20500 1	30753 17	31232 14		

AVERAGE SALARY OFFERS JULY 1991 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
HEALTH SCIENCES	12500 1								
BIOLOGICAL									12000 1
MATHEMATICS							25000 1	33129 7	

AVERAGE SALARY OFFERS JULY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		31750 2		22750 2					
BUSINESS ADMIN (INCL MGMT		29603 15	21833 3	24509 30 33000/19000			27150 1		
DISTRIBUTION MANAGEMENT				24000 1					
ECONOM & FINANCE (BANKING		26858 6		25911 9	21023 1		30000 1		
HOTEL/RESTAURANT MGMT.				23208 12					
HUMAN RSRCS (incl LABOR R			25000 3						
MARKETING/MARK MGMT (RESR		31000 1	21000 1	21000 3	24070 1				
COMMUNICATIONS				28000 1					
JOURNALISM									22000 1
TELECOMMUN/BROADCASTING			20000 1						
ELEMENTARY EDUCATION									19109 16
PRE-ELEMENTARY EDUCATION		10000 1							12635 8
SPECIAL EDUCATION									23741 14
TEXTILES & CLOTHING				23400 5					
FOREIGN LANGUAGES				18000 2					25000 1
LETTERS (incl English, Li		12000 1		21500 2					24500 2
VISUAL & PERFORMING ARTS									21910 4
HUMANITIES - OTHER				22250 2					
CRIMINAL JUSTICE				23600 2					
HISTORY				19500 2					20000 1
PSYCHOLOGY			12000 1	23167 3	16973 1		17589 1		21200 3
SOCIOLOGY		18000 1		23667 3					
AGRICULTURAL				23270 1					

AVERAGE SALARY OFFERS JULY 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING		HUMAN RESRCS /		MANAGEMENT TRA		MATH/STATISTIC		PARALEGAL	RESEARCHERS NO	RESEARCHERS -		TEACHING	
CHEMICAL		18780	1												
CIVIL		29000	2												
ELECTRICAL/ELECTRONIC						34100	2								
INDUSTRIAL		30846	2			29850	2								
MECHANICAL		31800	3			33360	1								
METALLURGICAL						33420	1								
ENGINEERING TECHNOLOGY				28340	1									21880	2
COMPUTER SCIENCE		28970	10												
INFORMATION SCIENCES & SY		33000	3												
NURSING						30000	1								
BIOLOGICAL												28500	1	11440	1
CHEMISTRY												29163	4	15500	2
MATHEMATICS		28500	2			30000	1	22069	7					22250	2
PHYSICS												25613	3		
OTHER PHYSICAL & EARTH SC														26000	1

AVERAGE SALARY OFFERS JULY 1991 MAPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28686 156 36300/26000	24734 46 39000/18000	22857 7	22120 5	27000 1		15000 1	16800 1	25586 33 34000/20195
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	32080 5	28026 11	22953 6	19200 1	22000 2		22980 5	16618 2	24200 3
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	28000 1	25470 13	26050 30 30000/21000	27500 2	21310 8	21023 1	23610 40 32000/16800		22965 5
BACHELOR - TECHNICAL					33000 1	32100 1	31099 15		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	20562 4	26950 4	20911 4		11440 1			13520 1	
BACHELOR - TECHNICAL			22790 3				29096 34 40000/22000	28592 13	33498 52 37860/31300

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	27500 2		36333 3				37500 1		
BACHELOR - TECHNICAL	32699 21 38200/30000	31469 14	34422 33 42000/31600	34624 3	31355 34 39528/26252	24455 6	37220 77 43000/36000	34739 54 45000/27332	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	18900 5					26550 1			
BACHELOR - TECHNICAL	20333 3		27410 13	32530 156 48000/30000	29550 25 35000/27000	42400 3			

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	15157 7	16467 9		16400 10	23200 4	29663 14	27000 2		
BACHELOR - TECHNICAL	12500 1				28872 45 42900/22000	31857 28 39200/26700	31374 36 44700/24600	33129 7	16000 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		27396 27 36000/18000	21500 9	23730 79 33000/18000	20689 3		24913 3		20129 50 40320/10440
BACHELOR - TECHNICAL		29547 23 34000/27000	28340 1	30883 9	22069 7			27749 8	19588 8

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 6 September 1991

MIDDLE ATLANTIC REGION (MAPA)

Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson-Rutherford
Fairleigh Dickinson-Teaneck
Fairmont State College
Franklin & Marshall College
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
Howard University
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Lycoming College
Mansfield University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State-Behrend College
Penn State-Capitol Campus
University of Pennsylvania
University of Pittsburgh
Princeton University
Ramapo College of NJ
Rutgers University-Camden-Arts & Science
Rutgers University-Newark
Rutgers University-New Brunswick
University of Scranton
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Thomas Jefferson University
Trenton State University
Villanova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener College
William Paterson College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Middle Atlantic** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (June 5, 1991 through August 9, 1991) and cumulatively (September 1, 1990, and August 9, 1991). The block tables list data for the cumulative period and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/5/91 THROUGH 8/9/91

CUMULATIVE PERIOD 9/1/91 THROUGH 8/9/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
BUSINESS														
ACCOUNTING	72	834	$26071	$26777	$29000	$27500	$20000	272	3608	$27445	$26642	$32000	$28000	$22000
BUSINESS ADMIN (INCL MGMT	28	572	23997	24700	32000	23855	18000	132	1538	24468	24019	31500	25000	16800
DISTRIBUTION MANAGEMENT	4	10	26012	26335	*	*	*	7	28	28422	27081	*	*	*
ECONOM & FINANCE (BANKING	41	482	26107	25575	31000	27000	21023	116	1720	26246	25819	32000	26110	21000
HOTEL/RESTAURANT MGMT.	+	31	+	21577				12	149	23208	21220	*	*	*
HUMAN RSRCS (incl LABOR R	4	31	20858	23052	*	*	*	7	124	22633	23812	*	*	*
MANAGEMENT INFO SYSTEMS	11	97	26664	27656	*	*	*	22	419	27614	28237	34000	28500	22000
MARKETING/MARK MGMT (RESR	21	393	21983	23330	25200	20800	18000	76	1473	24637	23713	30000	25000	18000
REAL ESTATE	+	5	+	23000				+	12	+	21693			
COMMUNICATIONS														
ADVERTISING	+	38	+	20985				2	89	23353	21490	*	*	*
COMMUNICATIONS	6	116	19400	21495	*	*	*	13	309	20586	21852	*	*	*
JOURNALISM	1	44	20800	18031	*	*	*	4	147	19850	19821	*	*	*
TELECOMMUN/BROADCASTING	+	19	+	19400				6	71	21133	22321	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	8	238	24338	18733	*	*	*	26	511	20328	19439	24000	22000	12000
PRE-ELEMENTARY EDUCATION	2	11	17000	17063	*	*	*	14	41	12970	16724	*	*	*
PHYSICAL EDUCATION	+	17	+	21540				+	46	+	20137			
SPECIAL EDUCATION	1	41	20000	20454	*	*	*	18	91	22637	21536	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	5	+	17762				+	32	+	20628			
TEXTILES & CLOTHING	1	33	24000	20269	*	*	*	11	115	23455	20940	*	*	*
MERCHANDISING MANAGEMENT	1	5	21000	20532	*	*	*	4	49	21000	20967	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	4	33	24078	21405	*	*	*	11	69	22178	21526	*	*	*
LETTERS (incl English, Li	6	97	21617	22444	*	*	*	17	208	21571	21937	*	*	*
VISUAL & PERFORMING ARTS	+	42	+	20315				5	105	20128	19913	*	*	*
HUMANITIES - OTHER	5	39	21060	25081	*	*	*	12	119	22250	23567	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	1	20	30040	24446	*	*	*	9	78	24227	22280	*	*	*
HISTORY	7	48	22286	23408	*	*	*	14	116	22036	23441	*	*	*
POLITICAL SCIENCE/GOVT	13	87	24082	23537	*	*	*	19	218	23746	23252	*	*	*
PSYCHOLOGY	13	81	21162	20519	*	*	*	37	232	21324	20541	31512	20000	13000
SOCIOLOGY	8	31	21421	21065	*	*	*	14	94	20826	20431	*	*	*
SOCIAL SCIENCES-OTHER	5	50	20596	20966	*	*	*	21	177	20052	21375	25000	19000	16180
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	45	+	31302				5	168	27567	30667	*	*	*
AGRICULTURAL	+	6	+	26161				1	45	23270	30249	*	*	*
ARCHITECTURAL	+	17	+	28049				1	67	36000	30396	*	*	*
BIOENGINEERING & BIOMEDIC	+	2	+	34100				+	11	+	30391			
CHEMICAL	28	303	38868	37989	40600	38550	36500	152	1655	37232	37492	40020	37500	35000
CIVIL	12	257	31200	29634	*	*	*	46	1086	29152	29658	33000	29600	25000
COMPUTER	3	42	32433	31860	*	*	*	34	243	33543	32280	36960	34500	29000
ELECTRICAL/ELECTRONIC	32	501	33649	33191	36000	34000	30492	127	2141	32561	33190	36900	33500	26252

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/91 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	5	+	$25317				+	11	+	$27317			
INDUSTRIAL	8	131	$31788	31597	*	*	*	37	545	$31917	32131	$35004	$32220	$27900
MECHANICAL	30	538	33009	33971	$38000	$33900	$28000	147	2431	33673	33999	37500	34000	30000
METALLURGICAL	+	26	+	32810				18	177	32803	33314	*	*	*
MINING (INCL GEOLOGICAL)	2	29	33030	32126	*	*	*	4	77	31515	31738	*	*	*
NUCLEAR	1	12	35380	31699	*	*	*	1	33	35380	32175	*	*	*
PETROLEUM	1	17	40500	37924	*	*	*	8	198	39373	38882	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	2	174	35500	30513	*	*	*	31	354	25488	30098	35000	23400	18000
INDUSTRIAL TECHNOLOGY	+	41	+	28197				+	76	+	28403			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	36	+	24387				2	110	25500	23552	*		*
ANIMAL SCIENCES	+	9	+	19578				+	38	+	21851			
PLANT SCIENCES	+	9	+	23659				+	24	+	21459			
NATURAL RESOURCES	+	8	+	22472				3	20	22000	21342	*	*	*
OTHER AGRICULTURAL SCIENC	+	18	+	22742				+	55	+	23694			
COMPUTER SCIENCE														
COMPUTER SCIENCE	25	331	30717	30732	33500	30002	27332	131	1093	30951	30696	36000	32000	25500
COMPUTER PROGRAMMING	+	6	+	26500				2	41	27500	27111	*	*	*
INFORMATION SCIENCES & SY	5	22	24845	28066	*	*	*	41	222	30141	29218	34800	31000	24000
SYSTEMS ANALYSIS	1	9	26000	27599	*	*	*	1	17	26000	27521	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	+	22	+	27957				98	177	30553	29443	37800	30000	24000
HEALTH SCIENCES	2	9	30000	26056	*	*	*	7	50	24357	21861	*	*	*
NURSING	6	142	33796	27476	*	*	*	164	392	32699	29596	38000	31000	30000
PHARMACY	+	68	+	39611				3	124	42400	39533	*	*	*
SCIENCES														
ACTUARIAL	2	10	26475	29008	*	*	*	2	36	26475	31392	*	*	*
ARCHITECTURAL & ENVIRONME	+	11	+	23464				+	29	+	26017			
BIOLOGICAL	4	29	23750	22887	*	*	*	8	90	20118	21917	*	*	*
CHEMISTRY	3	24	29333	25927	*	*	*	18	104	26359	26836	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	6	+	28837				2	33	25825	28463	*	*	*
MATHEMATICS	6	87	28874	26238	*	*	*	30	249	28258	27370	33300	30000	21023
PHYSICS	3	29	25648	29732	*	*	*	9	50	27251	29227	*	*	*
OTHER PHYSICAL & EARTH SC	+	9	+	23406				2	16	30520	24140	*	*	*
POLYMER SCIENCE	+	+	+	+				+	3	+	34367			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	439	6590						2036	24279					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	56	653	$26579	$27522	$29000	$28000	$22000	212	2697	$28130	$27246	$32100	$28000	$24000
ACCOUNTING (PRIVATE)	13	226	24699	24600	*	*	*	59	1001	24727	25049	30000	25000	18000
COMMERCIAL BANKING (CNSMR	3	58	25736	23217	*	*	*	10	165	23721	22408	*	*	*
COMMERCIAL BANKING (LENDG	5	65	29400	23338	*	*	*	10	202	25760	23638	*	*	*
INVESTMT BANKING (CORP FN	1	25	23000	29594	*	*	*	2	68	25000	29245	*	*	*
INVESTMT BANKNG (M & A)	+	3	+	24980				+	8	+	28493			
INVESTMT BANKG (REAL EST)	1	6	21000	23107	*	*	*	2	12	18000	22428	*	*	*
INVESTMT BANKG (SALES & T	5	20	24906	23612	*	*	*	6	46	23555	24270	*	*	*
FINANCIAL/TREASURY ANALYS	10	140	25722	26439	*	*	*	43	544	25618	27184	30000	26000	21000
PORTFOLIO MGMT/BROKERAGE	2	15	20400	23987	*	*	*	7	65	28743	24872	*	*	*
UNDERWRITING	7	61	26000	25246	*	*	*	18	200	27238	24681	*	*	*
INSURANCE - CLAIMS	4	66	32128	23773	*	*	*	10	179	26623	23149	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	22	+	21951				1	54	19200	21100	*	*	*
MEDIA PLANNING	+	13	+	22155				2	30	22000	21065	*	*	*
REPORTING	2	10	18500	15600	*	*	*	2	32	18500	17540	*	*	*
PRODUCTION	+	43	+	29100				5	98	22980	26403	*	*	*
PUBLIC RELATIONS	4	32	20050	21669	*	*	*	6	86	18906	20912	*	*	*
WRITING / EDITING	1	25	15000	20773	*	*	*	4	63	21900	20711	*	*	*
MARKETING														
ADVERTISING	5	23	20240	19795	*	*	*	6	66	21533	20815	*	*	*
BRAND/PRODUCT MANAGEMENT	4	56	24500	25978	*	*	*	17	181	25242	24918	*	*	*
BUYER/MERCHANDISING	5	76	24200	23642	*	*	*	35	379	25786	23542	28500	28000	21000
DISTRIBUTION	7	26	24551	23575	*	*	*	9	72	25206	25157	*	*	*
MARKET RESEARCH	+	29	+	22966				9	106	22609	24769	*	*	*
PURCHASING	4	30	24237	27757	*	*	*	6	62	25012	27736	*	*	*
SALES	36	490	24222	24838	32000	24500	17500	91	1570	25087	25205	33480	26000	17500
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	1	16	27000	23365	*	*	*	1	48	27000	21632	*	*	*
FINANC,TAXA, MONETARY POL	5	35	21519	23906	*	*	*	10	115	22242	23036	*	*	*
ECONOMIC PROGRAMS	3	12	21332	21793	*	*	*	7	29	20892	21751	*	*	*
LAW ENFORCEMENT	1	22	30040	23995	*	*	*	5	81	27568	23325	*	*	*
MILITARY	+	27	+	25370				7	82	21716	24240	*	*	*
NATIONAL SECURITY	+	4	+	23950				+	13	+	21877			
URBAN / REGIONAL PLANNING	+	19	+	26008				1	29	11440	23655	*	*	*
ENGINEERING														
BIOENGINEERING	1	18	29000	38784	*	*	*	1	27	29000	35064	*	*	*
DESIGN / CONSTRUCT	8	362	32338	31586	*	*	*	42	1239	29714	31005	36000	31550	22067
ENVIRONMENTAL/SANITATION	+	56	+	30002				14	217	27516	30725	*	*	*
MANUFACTURING/INDUSTRIAL	10	246	34754	32936	*	*	*	62	1226	33700	33731	37000	34200	31300
SYSTEMS / PROGRAMMING	5	82	33040	32731	*	*	*	28	323	32389	32363	36300	33000	28000
POWER SYSTEMS	3	73	33827	33273	*	*	*	17	304	31885	33228	*	*	*
SOFTWARE DESIGN & DEVELOP	3	95	32567	32293	*	*	*	39	301	34426	32687	38000	35000	31500
HARDWARE DESIGN & DEVELOP	+	64	+	35397				3	255	34624	34133	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	6	78	$34397	$34533	*	*	*	40	406	$31812	$34319	$38400	$34480	$24000
TESTING	2	57	33000	31390	*	*	*	8	202	26592	30889	*	*	*
PROCESS ENGINEERING	8	187	41015	37666	*	*	*	86	1259	37577	37659	39900	37500	36000
PROJECT ENGINEERING	11	265	33591	33406	*	*	*	65	1378	34545	33960	40500	35100	27332
OTHER ENGINEERING	61	502	34332	32941	$39500	$34200	$29519	227	1982	33018	32851	38004	33800	26252
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	8	+	25769				8	36	19438	23673	*	*	*
INDUSTRIAL HYGIENE	+	5	+	34000				+	10	+	29053			
MEDICAL TECHNOLOGY	+	12	+	25337				13	56	27410	24888	*	*	*
NURSES / PERSONAL CARE	6	141	33796	27482	*	*	*	162	386	32577	29486	38000	31000	30000
OCCUPATIONAL THERAPY	+	1	+	16500				25	39	29550	29291	34000	29000	27000
PHARMACIST	+	68	+	39537				4	125	38438	39389	*	*	*
PHYSICAL THERAPY	+	11	+	30987				+	35	+	29990			
RESPIRATORY THERAPY	+	+	+	+				+	5	+	32651			
OTHER HEALTH RELATED	1	14	23126	20119	*	*	*	68	137	30949	25753	40000	30000	23000
SOCIAL SERVICES														
ADMINISTRATION	1	11	21000	21636	*	*	*	9	45	15511	20452	*	*	*
COUNSELING	2	38	20500	17831	*	*	*	11	100	17200	17382	*	*	*
FUNDRAISING / DEVELOPMENT	+	7	+	21071				+	11	+	19840			
SOCIAL WORK	6	25	16780	17422	*	*	*	16	80	16542	17455	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	21	208	26456	28658	30500	28716	18640	70	784	27823	28762	33900	28010	18640
INFORMATION SYSTEMS	16	103	29206	29322	*	*	*	58	356	30596	29740	34800	31000	25000
SYSTEMS ANALYSIS & DESIGN	13	144	30109	31073	*	*	*	51	488	30880	30442	34800	32000	24600
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	2	20	27600	30605	*	*	*	9	70	31900	31759	*	*	*
AGRICULTURE/NAT'L RESOURC	+	34	+	20594				2	125	16000	21518	*	*	*
ARCHITECTURE	+	9	+	23200				+	19	+	25879			
CONSULTING	10	132	26659	28237	*	*	*	60	623	28098	29007	33700	30000	20800
HUMAN RESRCS /INDUS RELS	2	36	22700	23215	*	*	*	12	131	22270	23531	*	*	*
MANAGEMENT TRAINEE	21	610	22315	22633	25800	21000	20000	109	1961	24048	22726	30000	24000	19000
MATH/STATISTICIANS	6	27	26340	25778	*	*	*	16	60	23412	24606	*	*	*
PARALEGAL	4	23	20250	21967	*	*	*	4	48	20250	21251	*	*	*
RESEARCHERS NON-TECHNICAL	+	12	+	22016				3	25	24913	22326	*	*	*
RESEARCHERS - TECHNICAL	1	24	21000	24757	*	*	*	9	67	26999	27274	*	*	*
TEACHING	24	432	22447	19484	26500	23722	20000	82	955	20754	20027	26000	22000	12000
TOTALS	439	6590						2036	24279					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MAPA REGIONAL Report No. 6 SEPTEMBER 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	1	54	$30000	$29840	*	*	*	3	293	$29333	$30996	*	*	*
MBA--NON-TECH	+	198	+	35269				5	560	32757	35241	*	*	*
MBA--TECH	2	46	35000	37174	*	*	*	5	125	38679	38582	*	*	*
MS-BUSINESS	1	10	35000	31956	*	*	*	1	49	35000	40047	*	*	*
ECONOMICS & FINANCE (BANK	+	14	+	35174				+	249	+	41466			
HUMAN RESOURCES (INCL LAB	2	3	34500	36333	*	*	*	5	56	33380	38573	*	*	*
MANAGEMENT INFORMATION SY	+	4	+	38875				+	37	+	36150			
MARKETING/MKTNG MGT (RESE	+	7	+	36718				+	148	+	43182			
COMMUNICATIONS														
ADVERTISING	+	1	+	23000				+	5	+	31200			
COMMUNICATIONS	+	3	+	19067				+	11	+	26524			
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	30338				+	17	+	24303			
ELEMENTARY EDUCATION	+	9	+	21410				10	38	25657	23657	*	*	*
PHYSICAL EDUCATION	+	+	+	+				1	7	16500	23286	*	*	*
READING EDUCATION	+	3	+	23167				+	4	+	25611			
SPECIAL EDUCATION	+	6	+	25021				+	20	+	24141			
HUMANITIES														
FOREIGN LANGUAGES	1	2	31000	38305	*	*	*	2	4	26000	27477	*	*	*
LETTERS	+	1	+	24000				+	8	+	25773			
VISUAL & PERFORMING ARTS	+	2	+	31900				1	7	21325	25432	*	*	*
HUMANITIES - OTHER	+	+	+	+				1	9	20004	32760	*	*	*
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	3	+	27333				+	4	+	26036			
PSYCHOLOGY	+	4	+	25000				+	16	+	23657			
SOCIOLOGY	+	1	+	28000				+	4	+	25200			
SOCIAL SCIENCES - OTHER	+	3	+	35800				+	16	+	31780			
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	9	35000	36629	*	*	*	1	24	35000	36195	*	*	*
AGRICULTURAL	+	1	+	36500				+	4	+	32225			
BIOENGINEERING & BIOMEDIC	+	1	+	35500				+	4	+	32238			
CHEMICAL	3	27	44267	40721	*	*	*	14	95	41876	40457	*	*	*

continued

MAPA REGIONAL Report No. 6 SEPTEMBER 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	1	22	$40500	$32710	*	*	*	1	134	$40500	$34551	*	*	*
COMPUTER	+	4	+	34075				+	22	+	38348			
ELECTRICAL/ELECTRONIC	3	94	38933	39072	*	*	*	4	267	37073	38804	*	*	*
INDUSTRIAL	1	24	36000	34963	*	*	*	3	56	37300	36121	*	*	*
MECHANICAL	+	48	+	39002				8	213	36365	38114	*	*	*
METALLURGICAL	+	15	+	41005				2	39	37130	39105	*	*	*
MINING & MINERAL	+	+	+	+				+	14	+	35007			
NUCLEAR	1	3	36900	36675	*	*	*	2	10	36140	38086	*	*	*
PETROLEUM	+	7	+	41443				2	38	52020	43608	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	4	+	29250				+	13	+	28586			
HEALTH SCIENCES	+	6	+	25917				+	23	+	25901			
NURSING	+	1	+	23000				+	5	+	49000			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	35810				1	9	20195	28702	*	*	*
ARCHITECTURAL & ENVIRONME	+	2	+	25150				+	3	+	26127			
BIOLOGICAL	+	4	+	20350				1	9	30000	22384	*	*	*
CHEMISTRY	1	5	36000	31403	*	*	*	1	18	36000	33575	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	3	23	38000	38990	*	*	*	7	160	38153	37894	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	18	+	36239				+	52	+	36824			
MATHEMATICS (INCL ACTUARI	3	16	34472	31023	*	*	*	3	34	34472	30061	*	*	*
PHYSICS	+	5	+	40000				1	8	22356	35207	*	*	*
POLYMER	+	+	+	+				2	2	34980	34980	*	*	*
TOTALS	24	716						87	2945					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/5/91 THROUGH 8/9/91

CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	95	+	$40066				+	279	+	$42877			
MBA--TECH	+	31	+	39415				+	102	+	45921			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	159	+	44642				2	459	$30500	47243	*	*	*
MBA--TECH	+	62	+	46447				+	223	+	51034			
OVER 4 YEARS														
MBA--NON-TECH	1	196	$45000	49644	*	*	*	22	603	41995	50412	$50000	$39000	$32000
MBA--TECH	+	83	+	55430				14	279	44836	54219	*	*	*
TOTALS	1	626						38	1945					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/5/91 THROUGH 8/9/91

CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	9	+	$57844				11	35	$60436	$58300	*	*	*
ECONOMICS	+	+	+	+				+	2	+	43000			
EDUCATION														
EDUCATION ADMINISTRATION	+	14	+	46280				+	25	+	43780			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	2	+	54000				+	5	+	43600			
FOREIGN LANGUAGES	+	+	+	+				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	2	+	30400				1	11	44000	42409	*	*	*
SOCIOLOGY	+	1	+	40000				+	2	+	40000			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	7	+	55171				+	10	+	52428			
CHEMICAL	8	27	$53417	52654	*	*	*	27	102	53188	52992	$57000	$53014	$51996
CIVIL	+	4	+	45400				1	10	42000	43060	*	*	*
COMPUTER	+	5	+	58768				+	10	+	56584			
ELECTRICAL/ELECTRONIC	+	15	+	51613				11	44	59805	54612	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	1	4	52320	48879	*	*	*	1	16	52320	46866	*	*	*
METALLURGICAL	1	3	52320	52773	*	*	*	2	21	50910	49315	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	4	+	43638			
BIOLOGICAL	+	+	+	+				+	6	+	31800			
CHEMISTRY	+	18	+	45356				1	84	31116	47911	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	11	+	44588				+	21	+	48205			
MATHEMATICS	+	7	+	43429				+	13	+	41146			
PHYSICS	1	3	48000	41667	*	*	*	3	8	44100	39913	*	*	*
POLYMER	+	3	+	49167				1	9	39000	48667	*	*	*
TOTALS	11	135						59	442					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS SEPTEMBER 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	26911 285 35000/24000	27140 1		24344 8			23400 3	26600 8	
BUSINESS ADMIN (INCL MGMT	27667 3			27500 2	29333 3	37000 2	20000 1	25000 2	
ECONOM & FINANCE (BANKING	26920 11			25832 14	28900 5	24750 2	22250 2	28286 14	
MANAGEMENT INFO SYSTEMS	30313 8			27500 1		28000 4	30357 7	29786 14	
MARKETING/MARK MGMT (RESR				24000 2		21250 2	21367 6	23500 4	
COMMUNICATIONS	18000 1								
JOURNALISM						15600 1	21000 2	30000 1	
SPECIAL EDUCATION			35000 1						
LETTERS (incl English, Li				17500 1			28200 1		
HUMANITIES - OTHER								20000 1	
HISTORY								18000 1	
PSYCHOLOGY				32000 1				26900 1	
AEROSPACE & AERONAUTICAL	34000 1								25996 2
AGRICULTURAL									31000 1
ARCHITECTURAL								30380 8	29700 1
CHEMICAL						38400 1		35714 12	33047 4
CIVIL								29695 19	27996 1
COMPUTER							30985 4		
ELECTRICAL/ELECTRONIC	30000 1					31900 5	31290 2	32117 23 38000/29105	33333 3
INDUSTRIAL						34000 1			34500 1
MECHANICAL								33248 16	37180 8
ENGINEERING TECHNOLOGY	32000 1								28867 6
COMPUTER SCIENCE	29600 5				32000 1	33000 7	31448 8	28500 3	34000 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG		ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D		CONSULT SVCS		ENGINEERING /	
INFORMATION SCIENCES & SY	30000	6						28125	4	29893	7		
ARCHITECTURAL & ENVIRONME	26500	1								28600	1		
BIOLOGICAL												19600	1
GEOLOGY & GEOLOGICAL SCI												43200	1
MATHEMATICS								29280	5	27500	1		

AVERAGE SALARY OFFERS SEPTEMBER 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	24000 1					25750 2			
BUSINESS ADMIN (INCL MGMT		22123 8	19833 6	24555 8		19802 31 24000/18000			
ECONOM & FINANCE (BANKING	25547 17	19500 2		23535 12		23422 9		26700 1	
HOTEL/RESTAURANT MGMT.		20671 3	20304 13						
HUMAN RSRCS (incl LABOR R				22500 1					
MANAGEMENT INFO SYSTEMS	22000 1	25000 2		19850 2		26929 8			
MARKETING/MARK MGMT (RESR	22750 4	22700 4	20550 2	23978 10		22393 67 31000/18000	42000 1		18000 1
REAL ESTATE				16000 1		22000 1			
ADVERTISING						26350 2			
COMMUNICATIONS		22000 2	18500 1			18171 7	21000 1		
JOURNALISM	18000 1					20760 5			
HUMAN ECOLOGY (HOME ECONO						20400 3			
TEXTILES & CLOTHING						20375 4	26000 1		
MERCHANDISING MANAGEMENT						18160 5			
HUMANITIES - OTHER						20600 1			
CRIMINAL JUSTICE								24352 2	
HISTORY						19000 2			
POLITICAL SCIENCE/GOVT	21000 1								
PSYCHOLOGY			21000 1	22500 1					
AGRICULTURAL						30375 4			
ARCHITECTURAL				25500 1					
BIOENGINEERING & BIOMEDIC						28500 1			
COMPUTER						30000 1			

AVERAGE SALARY OFFERS SEPTEMBER 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ELECTRICAL/ELECTRONIC						30120 . 1		26500 1	
INDUSTRIAL				23000 1					
ENGINEERING TECHNOLOGY				30375 4					
ANIMAL SCIENCES						22500 1			
COMPUTER SCIENCE						26400 2			
CHEMISTRY				31500 1					
PHYSICS		22000 1							

AVERAGE SALARY OFFERS SEPTEMBER 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			23000 2	27600 2	17625 2	19516 6	21486 4	22750 2	18000 1
BUSINESS ADMIN (INCL MGMT			17433 3		27033 3	20893 5		21500 2	
ECONOM & FINANCE (BANKING	24000 1			24000 2		21577 2			28000 1
MANAGEMENT INFO SYSTEMS	27000 1		25086 7	32150 4		17653 2			25000 1
MARKETING/MARK MGMT (RESR			18385 4	23500 1	21500 1	22767 3			20000 1
COMMUNICATIONS				25000 2					
JOURNALISM					16300 1				
ELEMENTARY EDUCATION					19682 68 26000/17000	21000 1			
PHYSICAL EDUCATION					21826 8				
SPECIAL EDUCATION					21635 8				
MERCHANDISING MANAGEMENT						23284 2			
FOREIGN LANGUAGES					21000 1				
LETTERS (incl English, Li			24000 1		21047 2	20200 1	18200 1		
VISUAL & PERFORMING ARTS					17400 2				
HUMANITIES - OTHER					18975 4	22000 1			
CRIMINAL JUSTICE							20000 1		
HISTORY						21500 2			
POLITICAL SCIENCE/GOVT						20200 1			
PSYCHOLOGY								16559 3	
SOCIAL SCIENCES-OTHER						21600 1			
AEROSPACE & AERONAUTICAL			33000 1			25585 10			
ARCHITECTURAL				34800 2			25200 2		
CHEMICAL		38280 1		28836 1	36200 1	31012 4	28077 3		

AVERAGE SALARY OFFERS SEPTEMBER 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
CIVIL			32128 5	33200 3		26827 5	27397 28 35040/24972		
COMPUTER			36000 1	30150 1					
ELECTRICAL/ELECTRONIC		33500 2	28000 1	31672 19		28807 9	30300 2		
INDUSTRIAL			30000 1	29100 2		26541 4			
MECHANICAL		35000 1		31354 7		23505 7	28750 1		
COMPUTER SCIENCE		33500 1	34800 1	29753 2		21823 5	23000 1	29000 1	27600 1
COMPUTER PROGRAMMING					20000 1				
INFORMATION SCIENCES & SY			27000 3						
ALLIED HEALTH					18300 1			27045 8	41600 1
HEALTH SCIENCES					23000 1			28000 1	
BIOLOGICAL					19206 2		18100 1		20000 1
GEOLOGY & GEOLOGICAL SCI						21600 1			
MATHEMATICS				33000 2	19100 3				
PHYSICS						25098 2			
OTHER PHYSICAL & EARTH SC					19747 1				

AVERAGE SALARY OFFERS SEPTEMBER 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING	24000 1			24000 1	28668 1		26500 1	25000 1	22250 4
BUSINESS ADMIN (INCL MGMT				20000 1			17000 1		
ECONOM & FINANCE (BANKING								18500 1	
HUMAN RSRCS (incl LABOR R							17000 1		
MANAGEMENT INFO SYSTEMS					26000 1			29000 1	
MARKETING/MARK MGMT (RESR	35000 1						14400 1		24000 1
ADVERTISING								26100 1	
JOURNALISM	22000 1								
HUMAN ECOLOGY (HOME ECONO			17000 1						
PSYCHOLOGY			15000 1						
SOCIAL SCIENCES-OTHER			19000 1						
AEROSPACE & AERONAUTICAL					31338 8				
ARCHITECTURAL								31600 12	
CHEMICAL								40200 2	37527 115 43000/34800
CIVIL								29200 5	33050 4
ELECTRICAL/ELECTRONIC				30000 1	32876 13		35160 3	33288 9	36814 14
INDUSTRIAL					27700 1			31000 1	
MECHANICAL					29570 16		35260 5	33546 7	36573 55 39000/34800
PETROLEUM									41000 2
ENGINEERING TECHNOLOGY					31290 5			32475 8	
INDUSTRIAL TECHNOLOGY					29154 5			27450 2	
AGRIBUSINESS						27000 1			
OTHER AGRICULTURAL SCIENC						21875 4			

AVERAGE SALARY OFFERS SEPTEMBER 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
COMPUTER SCIENCE					31300 3				28800 1
ARCHITECTURAL & ENVIRONME								26400 1	
CHEMISTRY									28520 2

AVERAGE SALARY OFFERS SEPTEMBER 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	31000 3	26500 2			20000 1			22000 1	27182 69 30600/26000
BUSINESS ADMIN (INCL MGMT		25680 2	29000 3	28000 2					26650 4
ECONOM & FINANCE (BANKING	26200 5	27250 2	26333 3	30200 5					28320 38 39580/27000
HUMAN RSRCS (incl LABOR R				24500 1					
MANAGEMENT INFO SYSTEMS	28500 3	29738 8	32500 2						29808 48 36100/26400
MARKETING/MARK MGMT (RESR	23809 11	27000 1	24847 15	27100 5				22500 2	27218 9
COMMUNICATIONS									29600 1
JOURNALISM		28500 1	30000 1						
AEROSPACE & AERONAUTICAL	33030 2	30500 1							32930 5
AGRICULTURAL			30000 1						
ARCHITECTURAL									34609 12
CHEMICAL	35292 5	38300 4	37950 2	36500 2	36600 1		36510 2	38075 4	37834 174 55100/32500
CIVIL				26500 1					34517 33 42200/30000
COMPUTER	24000 1								33600 1
ELECTRICAL/ELECTRONIC	33518 66 42000/31000	33281 88 39528/30000	34900 4		34600 1			36350 4	35605 50 42200/32000
INDUSTRIAL		31800 1			28000 1		30600 1	30700 2	32461 5
MECHANICAL	33750 6	32894 22 39600/30000	36944 9	33480 2				34375 8	36189 210 54800/31800
NUCLEAR	32700 1								
PETROLEUM									37345 82 55000/31500
ENGINEERING TECHNOLOGY	29300 2	28500 2			33600 1			35000 1	32308 13
INDUSTRIAL TECHNOLOGY		32500 1							
COMPUTER SCIENCE	30583 7	31358 15							33498 43 38500/30600
INFORMATION SCIENCES & SY	29700 2							30000 1	30268 10

AVERAGE SALARY OFFERS SEPTEMBER 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ARCHITECTURAL & ENVIRONME									28800 1
BIOLOGICAL			20400 1						
CHEMISTRY				34000 1					
GEOLOGY & GEOLOGICAL SCI									35700 2
MATHEMATICS	23000 1								29867 3
PHYSICS									32000 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING						30600 1	
BUSINESS ADMIN (INCL MGMT						19827 3	24000 1
ECONOM & FINANCE (BANKING	12000 1					26667 3	26000 5
HOTEL/RESTAURANT MGMT.							28000 1
MANAGEMENT INFO SYSTEMS							31200 1
MARKETING/MARK MGMT (RESR	31100 2				19867 3	22821 4	23687 12
JOURNALISM						16640 1	
FOREIGN LANGUAGES							24000 1
LETTERS (incl English, Li						27600 1	
POLITICAL SCIENCE/GOVT						24500 2	
AEROSPACE & AERONAUTICAL						34020 4	
AGRICULTURAL						33200 3	32500 1
CHEMICAL	38600 1					36489 9	36650 4
CIVIL							29620 5
ELECTRICAL/ELECTRONIC			33400 2			31800 9	34433 6
INDUSTRIAL						34000 2	29002 2
MECHANICAL			31073 6	31500 1	24000 1	34267 21 42000/33000	30720 6
ENGINEERING TECHNOLOGY							26150 4
INDUSTRIAL TECHNOLOGY			31833 3				28500 1
OTHER AGRICULTURAL SCIENC							20500 2
COMPUTER SCIENCE	31000 1					28250 2	27600 1
INFORMATION SCIENCES & SY							27000 3
BIOLOGICAL							34008 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	28161 215 36300/24000	20300 4		24674 31 34000/17000	25333 10	22476 21 32500/16000	29043 14	28249 34 36000/24000	
BACHELOR - TECHNICAL	32000 1	15000 1	28000 1	27933 3		33547 17	30287 45 38000/22000	30145 46 42000/25200	30080 41 36780/26000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	23288 36 41000/15000	19955 4	21805 19	26053 42 50000/21000	20250 4	23588 127 33000/18000	12000 1	23667 3	17870 4
BACHELOR - TECHNICAL	30000 4			31179 12		29656 9			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL		22533 3	23455 12	24166 6	21284 72 40320/15700	21543 38 30000/20195	20491 13	18560 5	17737 7
BACHELOR - TECHNICAL		29000 1	31417 12	32122 33 40000/27332	22312 18	25671 89 35000/21023	24077 8	31756 242 55200/27144	30677 24 48000/21000

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	22150 4		16278 38 26000/11000	22000 2	25000 3	20800 2		29267 3	29788 17
BACHELOR - TECHNICAL					32053 16		32792 22 38000/31500	31436 10	35721 151 40400/32100

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	25147 7	26699 19	23700 4	25001 4	25050 6	23000 2	28000 1	26960 5	29242 26 35700/27000
BACHELOR - TECHNICAL	33071 30 42000/28000	33634 94 39200/31000		33140 5	32168 40 36120/26820	35925 8	37500 1	35278 9	39099 66 56000/36000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	22125 4		25400 5	39600 2		26975 8	
BACHELOR - TECHNICAL	37500 2		31099 6	33658 8	30000 1	35113 37 42900/33600	

AVERAGE SALARY OFFERS — MAPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/EMPLOYER — CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH									
MBA--TECH								30000 1	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH				32172 2					
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									43000 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									40440 1
MBA--TECH		40000 1							40198 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH				36000 1			23000 1
MBA--TECH							

AVERAGE SALARY OFFERS SEPTEMBER 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	28214 203 36300/24200	24952 45 39000/19500	24069 3	31200 1	27000 1				23002 4
BUSINESS ADMIN (INCL MGMT	15600 1	21540 4	15167 3	25700 2					24323 7
ECONOM & FINANCE (BANKING	29357 7	24988 9	29875 4	27800 5	23000 1		18000 2	27000 1	26228 32 34000/21600
HUMAN RSRCS (incl LABOR R								18030 1	
MARKETING/MARK MGMT (RESR	14924 1							16800 1	
COMMUNICATIONS				12500 1					
FOREIGN LANGUAGES								25000 1	
HISTORY				23500 1					
POLITICAL SCIENCE/GOVT								32000 1	
PSYCHOLOGY		25000 1						22500 1	

AVERAGE SALARY OFFERS SEPTEMBER 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: .8330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING			38500 2						
BUSINESS ADMIN (INCL MGMT	33467 3	24667 3	23200 3					15236 1	
ECONOM & FINANCE (BANKING	28900 2	28158 5							36000 1
HUMAN RSRCS (incl LABOR R		23000 1							
MANAGEMENT INFO SYSTEMS		35000 1							
MARKETING/MARK MGMT (RESR		25000 1				19000 1	27500 1		
COMMUNICATIONS			24120 1		28000 1			15000 1	15000 1
JOURNALISM									15600 1
TELECOMMUN/BROADCASTING					16000 1		23067 3		
FOREIGN LANGUAGES	25000 1	27000 1	18000 1						
LETTERS (incl English, Li	18000 1	26000 1						23350 2	
HUMANITIES - OTHER		30000 1						17500 1	
HISTORY		26000 1				18000 1			21000 1
POLITICAL SCIENCE/GOVT		28500 1							
PSYCHOLOGY			25756 2	19200 1				19000 1	
SOCIOLOGY		28000 1							
SOCIAL SCIENCES-OTHER			26000 1				18200 1		
ACTUARIAL		27000 1							

AVERAGE SALARY OFFERS SEPTEMBER 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING				11856 1					22387 4
BUSINESS ADMIN (INCL MGMT		22500 3	21000 5		15600 2	24162 2	21700 12		21023 1
DISTRIBUTION MANAGEMENT		35454 2		31000 2		21023 2			
ECONOM & FINANCE (BANKING		22000 1	28500 1			27600 1	24900 6		22767 3
HUMAN RSRCS (incl LABOR R							22000 1		
MANAGEMENT INFO SYSTEMS							25500 4		22500 1
MARKETING/MARK MGMT (RESR	21500 2	26697 7	27559 17	26000 3	24560 3		24055 29 34000/18000		
ADVERTISING	28000 1						18700 1		
COMMUNICATIONS	19600 2	25000 1			21600 1		27200 1		
JOURNALISM		21000 1							
TELECOMMUN/BROADCASTING							21600 1		
TEXTILES & CLOTHING			24000 3				22500 2		
MERCHANDISING MANAGEMENT		21000 1	20500 2				22000 1		
FOREIGN LANGUAGES				25000 1					
LETTERS (incl English, Li			26000 2		19000 1		18500 2		
HUMANITIES - OTHER	19000 1						28000 2		
HISTORY			21000 1				22000 1		
POLITICAL SCIENCE/GOVT		14820 1	29000 2	25000 1			25575 4		21050 1
PSYCHOLOGY					25000 1		23400 3		
SOCIOLOGY							18000 1		
SOCIAL SCIENCES-OTHER			28250 2	25000 1					
CHEMICAL							34500 2		
ELECTRICAL/ELECTRONIC							32750 2		

AVERAGE SALARY OFFERS SEPTEMBER 1991 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
INDUSTRIAL						32100 1	31000 1		
MECHANICAL					33000 1		33412 5		
ENGINEERING TECHNOLOGY							29750 2		
AGRIBUSINESS							30000 1		
COMPUTER SCIENCE							16000 2		
HEALTH SCIENCES							30000 2		
CHEMISTRY							32473 3		
PHYSICS								27000 1	

AVERAGE SALARY OFFERS SEPTEMBER 1991 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT	15973 1				11440 1				
ECONOM & FINANCE (BANKING	22517 4								
FOREIGN LANGUAGES			16644 1						
CRIMINAL JUSTICE	19200 1	28960 4							
HISTORY			23000 1						
POLITICAL SCIENCE/GOVT	21000 1								
PSYCHOLOGY			22000 1						
SOCIAL SCIENCES-OTHER		22000 1	22000 1					13520 1	
AEROSPACE & AERONAUTICAL									26000 1
ARCHITECTURAL							36000 1		
CHEMICAL							36640 2	35500 3	39000 2
CIVIL							29268 16	29340 5	32400 2
COMPUTER									34200 2
ELECTRICAL/ELECTRONIC							35060 5		34974 10
INDUSTRIAL									34195 11
MECHANICAL							33190 10	26500 1	34237 31 37500/32400
ENGINEERING TECHNOLOGY							19714 7	23000 2	21667 3
NATURAL RESOURCES								23000 2	
BIOLOGICAL						29000 1			
CHEMISTRY			25860 2						
GEOLOGY & GEOLOGICAL SCI			16650 1						
PHYSICS							25200 1		

AVERAGE SALARY OFFERS SEPTEMBER 1991 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	25000 1								29050 6
ECONOM & FINANCE (BANKING							37500 1		
MANAGEMENT INFO SYSTEMS	30000 1								
MARKETING/MARK MGMT (RESR									19000 1
PSYCHOLOGY			36333 3						
AEROSPACE & AERONAUTICAL					26252 1	32000 1		27332 1	26252 1
CHEMICAL					36610 16		37744 79 56000/36500	39229 14	36272 33 45800/31070
CIVIL		33000 1						27292 6	29031 14
COMPUTER	34358 8		33797 10	34000 1	26254 2				34411 7
ELECTRICAL/ELECTRONIC	32370 9	32799 10	33013 3	31872 1	29159 13			33904 17	32276 52 39200/27500
INDUSTRIAL		32220 1				26252 1	33000 1	27400 2	31601 15
MECHANICAL	34500 2	31154 3			29355 3	29600 3	36260 3	34649 19	33789 62 40680/30000
METALLURGICAL									32767 17
MINING (INCL GEOLOGICAL)								33030 2	30000 2
NUCLEAR		35380 1							
PETROLEUM								40590 2	38760 5
ENGINEERING TECHNOLOGY	28200 2	20000 1		38000 1	19500 1		37500 1	34200 2	29060 5
COMPUTER SCIENCE	32875 4		34691 20 42000/32000						35633 3
INFORMATION SCIENCES & SY									32000 1
BIOLOGICAL					24000 1	14000 1			
CHEMISTRY					29000 1	25840 2	33000 1		21000 1
GEOLOGY & GEOLOGICAL SCI									35000 1
MATHEMATICS	28800 1		34267 3						

AVERAGE SALARY OFFERS SEPTEMBER 1991 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
PHYSICS					33272 1				33000 1
OTHER PHYSICAL & EARTH SC					35040 1				

AVERAGE SALARY OFFERS SEPTEMBER 1991- MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING						26550 1			
BUSINESS ADMIN (INCL MGMT	17433 3								
ECONOM & FINANCE (BANKING									23126 1
MARKETING/MARK MGMT (RESR	24000 1								
SPECIAL EDUCATION									19050 2
HUMANITIES - OTHER	18200 1								
SOCIAL SCIENCES-OTHER									13000 1
AGRIBUSINESS	21000 1								
ALLIED HEALTH	22000 1		27410 13		29615 24 35000/27000				31752 60 48000/25000
HEALTH SCIENCES					28000 1				23333 .3
NURSING				32577 162 51000/30000					55200 1
PHARMACY						42400 3			
CHEMISTRY	18000 1								

AVERAGE SALARY OFFERS SEPTEMBER 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING						30000 1			
BUSINESS ADMIN (INCL MGMT					26600 3	30143 7			
ECONOM & FINANCE (BANKING					30500 1	28347 4			
MANAGEMENT INFO SYSTEMS					20100 3	30245 11	25000 1		
MARKETING/MARK MGMT (RESR					18640 1				
COMMUNICATIONS		12000 1							
ELEMENTARY EDUCATION	18100 1			10000 1					
PRE-ELEMENTARY EDUCATION	10500 2			15496 1					
SPECIAL EDUCATION		17000 1							
LETTERS (incl English, Li					14000 1		30000 1		
VISUAL & PERFORMING ARTS					13000 1				
HUMANITIES - OTHER	15000 1			22000 1					
CRIMINAL JUSTICE				17900 2					
HISTORY							25000 1		
POLITICAL SCIENCE/GOVT	21000 1					20000 1			
PSYCHOLOGY		18383 6		14000 4					
SOCIOLOGY	14000 1	17200 1		16200 1					
SOCIAL SCIENCES-OTHER	19000 2	16350 2		18197 6			24000 1		
COMPUTER					33840 1	32500 2	33000 1		
ELECTRICAL/ELECTRONIC						30000 1	32000 1		
PETROLEUM							40000 1		
ENGINEERING TECHNOLOGY							24440 1		
NATURAL RESOURCES									20000 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
COMPUTER SCIENCE					29160 55 42900/24900	33058 12	32006 25 44700/25900		
COMPUTER PROGRAMMING					26000 1	29000 1			
INFORMATION SCIENCES & SY					22567 3	30378 18	30642 16		
SYSTEMS ANALYSIS							26000 1		
HEALTH SCIENCES	12500 1								
ACTUARIAL								25950 1	
BIOLOGICAL									12000 1
MATHEMATICS							25000 1	32644 8	

AVERAGE SALARY OFFERS SEPTEMBER 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		30000 3		22500 3					
BUSINESS ADMIN (INCL MGMT		29532 17	21833 3	24516 36 33000/20000	21023 1		27150 1		
DISTRIBUTION MANAGEMENT				24000 1					
ECONOM & FINANCE (BANKING		26644 8		24850 12	21023 2	22000 1	30000 1		
HOTEL/RESTAURANT MGMT.				23208 12					
HUMAN RSRCS (incl LABOR R			23850 4						
MARKETING/MARK MGMT (RESR		31000 1	21000 1	20950 4	24070 1				
COMMUNICATIONS				24000 2					
JOURNALISM		20800 1							22000 1
TELECOMMUN/BROADCASTING			20000 1						
ELEMENTARY EDUCATION									20852 24 29300/15700
PRE-ELEMENTARY EDUCATION		10000 1		24000 1					12342 9
SPECIAL EDUCATION									23491 15
TEXTILES & CLOTHING				23500 6					
FOREIGN LANGUAGES				18000 2					23770 3
LETTERS (incl English, Li		12000 1		21500 2					23000 3
VISUAL & PERFORMING ARTS									21910 4
HUMANITIES - OTHER		20800 1		22833 3					
CRIMINAL JUSTICE				23600 2					
HISTORY		30000 1		19500 2		20000 1			20000 2
POLITICAL SCIENCE/GOVT			25000 1	19504 3		24000 1			
PSYCHOLOGY			12000 1	23167 3	16973 1		17589 1		20457 7
SOCIOLOGY		18000 1		23000 4		15000 1			24389 3

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
SOCIAL SCIENCES-OTHER				21000 1					
AGRICULTURAL				23270 1					
CHEMICAL		18780 1							
CIVIL		29000 2							
ELECTRICAL/ELECTRONIC		30492 1		34100 2					
INDUSTRIAL		30846 2		29850 2					
MECHANICAL		31800 3		33360 1					
METALLURGICAL				33420 1					
ENGINEERING TECHNOLOGY			28340 1						21880 2
COMPUTER SCIENCE		28970 10							
INFORMATION SCIENCES & SY		33000 3							
NURSING				30000 1					
BIOLOGICAL				21000 1				24750 2	11440 1
CHEMISTRY								29163 4	18667 3
MATHEMATICS		28333 3		30000 1	24589 11				22250 2
PHYSICS								25613 3	24972 2
OTHER PHYSICAL & EARTH SC									26000 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28130 212 36300/24000	24727 59 39000/18000	23721 10	25760 10	25000 2		18000 2	23555 6	25618 43 34000/21000
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	28743 7	27252 17	26623 10	19200 1	22000 2	18500 2	22980 5	18906 6	21900 4
BACHELOR - TECHNICAL		27000 1							

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	21533 6	25242 17	25786 35 30000/21000	25206 9	21310 8	23594 5	23541 71 36000/16800		22242 10
BACHELOR - TECHNICAL					33000 1	32100 1	30574 20 38800/20000	27000 1	

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	20892 7	27568 5	20911 4		11440 1			13520 1	
BACHELOR - TECHNICAL			22790 3			29000 1	29714 42 40000/22067	28592 13	33700 62 40500/31300

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	27500 2		36333 3				37500 1		
BACHELOR - TECHNICAL	32765 26 38200/28800	31885 17	34268 36 42000/31500	34624 3	31812 40 40600/24000	26592 8	37577 85 56000/36000	34545 65 45000/27332	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	18900 5					26550 1			
BACHELOR - TECHNICAL	20333 3		27410 13	32577 162 51000/30000	29550 25 35000/27000	42400 3			

AVERAGE SALARY OFFERS SEPTEMBER 1991 MAPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	15888 8	17200 11		16542 16	21624 10	29462 24 35700/25000	26000 4		
BACHELOR - TECHNICAL	12500 1				28856 60 42900/22000	31397 34 39200/26700	31295 47 44700/24600	31900 9	16000 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		27080 35 36000/20800	21718 11	23457 99 33000/18000	20822 5	20250 4	24913 3		20707 71 40320/12000
BACHELOR - TECHNICAL		29523 25 34000/27000	28340 1	29895 10	24589 11			26999 9	21058 11

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 1 February 1991

MIDWESTERN REGION (MCPA)

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago-Grad. School of Bus.
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College-Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Drake University
Eastern Michigan University
Emporia State College
Eureka College
Ferris State University
Grace College
Grand View College
Greenville College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois-Chicago
University of Illinois-Chemistry & Chem. Engrg.
University of Illinois- Commerce & Business
University of Illinois-Engineering
Indiana University
Indiana University-Northwest
Indiana University/Purdue University-Indianapolis
Iowa State University-Agriculture
Iowa State University-Bus., Sci. & Humanities
Iowa State University-Design
Iowa State University-Engineering
Iowa State University-Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa- Bus. / Lib. Arts / Engrg.
John Carroll University
Judson College
Kalamazoo College
University of Kansas-Arts
University of Kansas-Business
University of Kansas-Engineering
Kenyon College
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor-Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
University of Minnesota-Liberal Arts
Minot State University
University of Missouri-Columbia - Engineering
University of Missouri-Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
University of Notre Dame
Ohio Northern University
Ohio State University-Agriculture
Ohio State University-Arts & Science
Ohio State University-Business
Ohio State University-Engineering
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State U. versity
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University- Carbondale
Southern Illinois University- Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Viterbo College
Walsh College of Accounting & Business
Washington University - Business
Washington University - Engineering
Wayne State University
Westmar College
University of Wisconsin-Eau Claire
University of Wisconsin-Green Bay
University of Wisconsin-Madison - Arts
University of Wisconsin-Madison - Business
University of Wisconsin-Madison - Engineering
University of Wisconsin-Platteville
University of Wisconsin-River Falls
University of Wisconsin-Stout
Wichita State University
College of Wooster
Wright State University
Youngstown State University

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Midwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (January 11, 1991 through February 8, 1991) and cumulatively (September 1, 1990, and February 8, 1991). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	165	341	$27218	$26954	$30000	$27500	$24000	332	895	$26240	$26176	$29500	$27000	$21742
BUSINESS ADMIN (INCL MGMT	53	93	24642	23898	29000	25000	20000	131	291	23108	22972	29000	22500	17680
DISTRIBUTION MANAGEMENT	+	1	+	26700				2	3	25850	26133	*	*	*
ECONOM & FINANCE (BANKING	43	102	24894	25105	29000	26000	20000	82	294	23772	24596	28000	24190	17500
HOTEL/RESTAURANT MGMT.	3	5	21833	21140	*	*	*	4	28	20500	21457	*	*	*
HUMAN RSRCS (incl LABOR R	+	6	+	24000				4	35	24925	23736	*	*	*
MANAGEMENT INFO SYSTEMS	10	18	28195	28719	*	*	*	40	79	28735	27824	32280	28650	26500
MARKETING/MARK MGMT (RESR	67	115	24425	24175	29500	24100	19500	105	300	23635	23429	28200	24000	18000
REAL ESTATE	+	+	+	+				+	4	+	20080			
COMMUNICATIONS														
ADVERTISING	10	12	23500	23105	*	*	*	16	24	21913	21761	*	*	*
COMMUNICATIONS	4	9	22250	22113	*	*	*	27	57	20866	21625	25000	20600	16000
JOURNALISM	+	4	+	19850				21	33	18065	18324	22000	15600	14000
TELECOMMUN/BROADCASTING	1	2	23000	22019	*	*	*	2	6	17480	20866	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	4	36	15830	21366	*	*	*	24	135	19280	20211	23000	20788	14000
PRE-ELEMENTARY EDUCATION	1	7	20000	13868	*	*	*	5	21	20672	17699	*	*	*
PHYSICAL EDUCATION	+	1	+	21340				3	15	14780	18355	*	*	*
SPECIAL EDUCATION	+	11	+	23829				3	29	27094	23539	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				3	7	17933	18171	*	*	*
TEXTILES & CLOTHING	+	5	+	19700				1	9	24000	21700	*	*	*
MERCHANDISING MANAGEMENT	6	6	20583	20583	*	*	*	17	21	22118	21324	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	2	3	18500	20333	*	*	*	5	9	23020	21733	*	*	*
LETTERS (incl English, Li	5	9	17440	20078	*	*	*	11	35	19673	21248	*	*	*
VISUAL & PERFORMING ARTS	3	7	19533	21200	*	*	*	10	25	20343	20267	*	*	*
HUMANITIES - OTHER	1	6	21300	20993	*	*	*	7	22	21051	21224	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	2	5	28666	23466	*	*	*	12	21	21476	21365	*	*	*
HISTORY	1	4	22000	21700	*	*	*	4	14	23750	21536	*	*	*
POLITICAL SCIENCE/GOVT	2	8	21000	23699	*	*	*	20	39	21668	21781	27050	22000	17000
PSYCHOLOGY	8	11	17781	18250	*	*	*	23	42	18422	18586	22750	18000	13000
SOCIOLOGY	2	3	17000	17739	*	*	*	18	26	18534	19043	*	*	*
SOCIAL SCIENCES-OTHER	1	2	21000	21230	*	*	*	17	41	20018	19251	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	17	21	31256	31176	*	*	*	36	57	30562	30445	33674	30160	26252
AGRICULTURAL	3	3	29700	29700	*	*	*	9	13	32056	32154	*	*	*
ARCHITECTURAL	2	12	28250	31217	*	*	*	2	23	28250	31107	*	*	*
BIOENGINEERING & BIOMEDIC	+	+	+	+				1	3	32000	25833	*	*	*
CHEMICAL	45	109	37776	37294	39500	38000	36000	135	308	36991	37084	39000	37500	35100
CIVIL	46	90	28385	29217	30000	28000	26000	138	283	28707	29201	33000	28500	24912
COMPUTER	19	29	33569	31790	*	*	*	29	49	33904	31993	38000	34500	28500
ELECTRICAL/ELECTRONIC	101	173	33184	33193	36500	33500	28900	232	455	33185	33036	36500	33500	29000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 1/11/91 THROUGH 2/8/91

CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	1	2	$33000	$29700	*	*	*	1	2	$33000	$29700	*	*	*
INDUSTRIAL	37	50	32560	32040	$35000	$33000	$30500	83	113	32210	31811	$34800	$33000	$29000
MECHANICAL	112	221	34064	34131	38000	34000	31000	261	538	33970	33979	37700	33996	30400
METALLURGICAL	10	23	33032	33558	*	*	*	20	41	34186	33815	35520	33600	31200
MINING (INCL GEOLOGICAL)	+	4	+	33710				18	32	31153	31018	*	*	*
NUCLEAR	1	1	34000	34000	*	*	*	8	8	32919	32919	*	*	*
PETROLEUM	7	29	40200	38986	*	*	*	9	75	40333	38798	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	9	33	31278	28359	*	*	*	19	54	28845	28264	*	*	*
INDUSTRIAL TECHNOLOGY	+	2	+	27000				7	9	23429	24222	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	2	+	25000				5	20	23200	22075	*	*	*
ANIMAL SCIENCES	1	2	18000	22000	*	*	*	8	12	19588	21642	*	*	*
PLANT SCIENCES	2	2	19000	19000	*	*	*	3	4	16827	22120	*	*	*
NATURAL RESOURCES	2	3	18140	18760	*	*	*	3	5	18760	20056	*	*	*
OTHER AGRICULTURAL SCIENC	+	6	+	28523				2	15	19550	26416	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	46	89	29763	30300	34200	29600	26500	127	253	29707	29661	34500	30000	25000
COMPUTER PROGRAMMING	3	3	23746	23746	*	*	*	5	12	25528	28695	*	*	*
INFORMATION SCIENCES & SY	9	36	31424	29804	*	*	*	26	79	29574	28326	33600	30300	26000
SYSTEMS ANALYSIS	+	+	+	+				+	1	+	18600			
HEALTH SCIENCES														
ALLIED HEALTH	1	13	28000	27178	*	*	*	4	45	22470	27835	*	*	*
HEALTH SCIENCES	3	6	24833	21705	*	*	*	6	23	21700	21061	*	*	*
NURSING	6	6	21147	21147	*	*	*	21	34	25021	25366	31109	24000	21000
PHARMACY	+	4	+	37500				+	6	+	38000			
SCIENCES														
ACTUARIAL	1	1	23000	23000	*	*	*	2	2	27700	27700	*	*	*
ARCHITECTURAL & ENVIRONME	1	2	25000	25750	*	*	*	2	10	22250	25910	*	*	*
BIOLOGICAL	2	5	23500	23742	*	*	*	5	18	21200	20895	*	*	*
CHEMISTRY	+	7	+	28394				10	21	25830	26631	*	*	*
GEOLOGY & GEOLOGICAL SCI	1	4	20000	27000	*	*	*	6	11	28250	27832	*	*	*
MATHEMATICS	4	12	30635	28120	*	*	*	11	39	24385	25408	*	*	*
PHYSICS	1	1	33600	33600	*	*	*	3	6	25533	28267	*	*	*
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	1	+	19747			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	887	1838						2206	5240					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	133	255	$27661	$27534	$31000	$27500	$26000	242	642	$27005	$26744	$30000	$27000	$24000
ACCOUNTING (PRIVATE)	29	93	25557	25336	29000	26000	20000	88	255	23875	24411	28080	25400	17000
COMMERCIAL BANKING (CNSMR	+	5	+	18960				2	19	23000	20884	*	*	*
COMMERCIAL BANKING (LENDG	4	9	24750	25167	*	*	*	9	21	20889	22595	*	*	*
INVESTMT BANKING (CORP FN	1	1	21000	21000	*	*	*	2	10	22000	25780	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				+	1	+	24000			
INVESTMT BANKG (REAL EST)	+	+	+	+				+	3	+	18500			
INVESTMT BANKG (SALES & T	+	+	+	+				2	6	24000	22633	*	*	*
FINANCIAL/TREASURY ANALYS	19	40	25895	25771	*	*	*	40	107	25569	25588	31200	27000	18000
PORTFOLIO MGMT/BROKERAGE	+	5	+	22640				2	11	16500	22564	*	*	*
UNDERWRITING	10	13	23390	23193	*	*	*	19	39	23402	23495	*	*	*
INSURANCE - CLAIMS	6	11	20797	22498	*	*	*	19	39	21767	22954	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	+	+	+				8	9	21643	20838	*	*	*
MEDIA PLANNING	+	+	+	+				+	1	+	29000			
REPORTING	+	1	+	13960				5	10	14367	15528	*	*	*
PRODUCTION	7	7	31214	31214	*	*	*	11	22	27341	24226	*	*	*
PUBLIC RELATIONS	1	2	20000	17800	*	*	*	6	16	20817	18665	*	*	*
WRITING / EDITING	2	2	18100	18100	*	*	*	7	12	16643	18833	*	*	*
MARKETING														
ADVERTISING	1	3	21000	20667	*	*	*	2	9	19500	21756	*	*	*
BRAND/PRODUCT MANAGEMENT	2	12	24138	25152	*	*	*	9	30	24519	25346	*	*	*
BUYER/MERCHANDISING	14	23	24524	24963	*	*	*	28	53	22662	23468	27000	23000	18000
DISTRIBUTION	2	5	31000	26140	*	*	*	4	14	27000	25414	*	*	*
MARKET RESEARCH	3	5	27000	28400	*	*	*	13	30	24715	25045	*	*	*
PURCHASING	1	3	18000	23933	*	*	*	4	12	22950	23608	*	*	*
SALES	64	108	25989	25431	30000	25000	23000	136	316	25520	24975	32000	25000	19600
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	+	+	+				14	16	19002	19658	*	*	*
FINANC,TAXA, MONETARY POL	+	5	+	25037				5	34	21359	22780	*	*	*
ECONOMIC PROGRAMS	+	1	+	24000				1	3	17600	21867	*	*	*
LAW ENFORCEMENT	2	2	28666	28666	*	*	*	11	14	24184	23551	*	*	*
MILITARY	+	4	+	24343				5	21	24740	23303	*	*	*
NATIONAL SECURITY	+	2	+	21000				1	4	23000	22750	*	*	*
URBAN / REGIONAL PLANNING	+	+	+	+				+	2	+	18910			
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	4	+	24500			
DESIGN / CONSTRUCT	38	101	30388	30603	36000	29000	26940	141	290	30112	30697	36300	29500	24912
ENVIRONMENTAL/SANITATION	4	23	26075	30630	*	*	*	21	56	27374	30272	32000	29000	20800
MANUFACTURING/INDUSTRIAL	81	126	33782	33950	37200	33900	30500	211	314	33671	33615	37500	33900	30160
SYSTEMS / PROGRAMMING	7	19	30715	31399	*	*	*	22	73	32726	32013	34800	33250	30150
POWER SYSTEMS	10	18	32033	31601	*	*	*	43	80	33042	32740	34500	33500	31276
SOFTWARE DESIGN & DEVELOP	11	19	32887	31281	*	*	*	24	52	32911	31940	36142	33800	29380
HARDWARE DESIGN & DEVELOP	24	38	34492	33970	36500	34650	31460	33	64	34355	33457	36500	34480	31460

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	15	31	$33465	$33132	*	*	*	55	104	$34420	$33208	$38100	$35300	$30000
TESTING	6	17	31954	30079	*	*	*	28	56	31200	30674	36000	31590	26252
PROCESS ENGINEERING	34	98	37863	37239	$39500	$38000	$36000	92	274	36955	37199	39500	37200	35400
PROJECT ENGINEERING	35	94	33942	35069	38500	34000	29400	87	239	33734	34565	38500	34000	28000
OTHER ENGINEERING	128	194	32670	32755	37700	32880	27600	207	417	32489	32289	36500	33000	27332
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	3	30000	21667	*	*	*	7	14	27882	25075	*	*	*
INDUSTRIAL HYGIENE	1	1	23832	23832	*	*	*	1	2	23832	23916	*	*	*
MEDICAL TECHNOLOGY	2	12	27500	26192	*	*	*	4	21	23000	24655	*	*	*
NURSES / PERSONAL CARE	5	5	23120	23120	*	*	*	17	30	24422	25073	*	*	*
OCCUPATIONAL THERAPY	+	3	+	27339				1	11	31080	28572	*	*	*
PHARMACIST	+	4	+	37500				+	6	+	38000			
PHYSICAL THERAPY	+	+	+	+				1	1	13440	13440	*	*	*
RESPIRATORY THERAPY	+	+	+	+				1	1	34000	34000	*	*	*
OTHER HEALTH RELATED	4	7	18445	19411	*	*	*	10	44	19336	24341	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	1	+	10000				5	12	22180	20517	*	*	*
COUNSELING	5	6	16700	15583	*	*	*	14	26	17993	16428	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	+	+	+			
SOCIAL WORK	1	3	12000	15571	*	*	*	7	17	15987	16173	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	31	72	28002	28365	31800	27300	26500	89	188	27545	28000	32000	27950	22500
INFORMATION SYSTEMS	10	21	32399	31766	*	*	*	37	77	30790	28387	35000	31500	27000
SYSTEMS ANALYSIS & DESIGN	17	35	29998	31343	*	*	*	56	119	29929	29894	34700	29700	25500
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	3	4	30947	30960	*	*	*	4	6	31310	31373	*	*	*
AGRICULTURE/NAT'L RESOURC	7	13	19897	22270	*	*	*	18	31	20827	21820	*	*	*
ARCHITECTURE	1	1	25000	25000	*	*	*	1	5	25000	25880	*	*	*
CONSULTING	30	60	28743	28342	30000	29000	26000	49	105	28886	28580	32940	29000	26000
HUMAN RESRCS /INDUS RELS	+	7	+	24076				11	36	21564	22577	*	*	*
MANAGEMENT TRAINEE	63	118	22139	22281	27000	22000	17500	149	397	21507	21917	27600	20600	16000
MATH/STATISTICIANS	1	4	31200	27791	*	*	*	1	8	31200	24761	*	*	*
PARALEGAL	+	+	+	+				1	5	16000	19000	*	*	*
RESEARCHERS NON-TECHNICAL	+	+	+	+				+	2	+	27500			
RESEARCHERS - TECHNICAL	1	1	30000	30000	*	*	*	4	7	30538	29879	*	*	*
TEACHING	10	62	19412	21365	*	*	*	59	265	20585	20636	24000	21000	14000
TOTALS	887	1838						2206	5240					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MCPA REGIONAL Report No. 1 FEBRUARY 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	35	+	$31229				7	102	$34043	$30614	*	*	*
MBA--NON-TECH	16	48	$32245	34788	*	*	*	22	101	32528	32852	$37000	$32000	$26000
MBA--TECH	+	4	+	40275				2	12	32500	34367	*	*	*
MS-BUSINESS	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	1	+	33000				1	5	26520	34562	*	*	*
HUMAN RESOURCES (INCL LAB	+	+	+	+				+	3	+	31467			
MANAGEMENT INFORMATION SY	+	1	+	27000				+	7	+	33886			
MARKETING/MKTNG MGT (RESE	1	1	40300	40300	*	*	*	1	2	40300	41150	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	+	+	+				1	5	30960	26392	*	*	*
JOURNALISM	1	1	21500	21500	*	*	*	1	1	21500	21500	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				2	9	33769	25857	*	*	*
ELEMENTARY EDUCATION	+	4	+	26450				1	24	27000	24407	*	*	*
PHYSICAL EDUCATION	+	+	+	+				+	3	+	21000			
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	+	+	+				+	5	+	25958			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	1	+	21000			
LETTERS	+	1	+	24000				+	3	+	20500			
VISUAL & PERFORMING ARTS	+	+	+	+				+	1	+	21325			
HUMANITIES - OTHER	1	1	35000	35000	*	*	*	1	1	35000	35000	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				6	7	26851	26573	*	*	*
SOCIOLOGY	1	1	24000	24000	*	*	*	1	1	24000	24000	*	*	*
SOCIAL SCIENCES - OTHER	4	4	36575	36575	*	*	*	9	11	33787	31826	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	1	34000	34000	*	*	*	6	7	34770	35017	*	*	*
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	+	+	+			

continued

MCPA REGIONAL Report No. 1 FEBRUARY 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CHEMICAL	7	7	$39643	$39643	*	*	*	10	15	$39370	$39476	*	*	*
CIVIL	12	17	34072	34874	*	*	*	35	48	34180	34894	$38200	$34000	$29580
COMPUTER	+	1	+	39600				+	1	+	39600			
ELECTRICAL/ELECTRONIC	16	21	36825	36222	*	*	*	30	54	37722	37410	41600	38090	33000
INDUSTRIAL	6	6	39175	39175	*	*	*	9	13	37339	36492	*	*	*
MECHANICAL	17	27	41504	40246	*	*	*	24	56	40766	38121	48000	39650	35160
METALLURGICAL	3	7	37790	36767	*	*	*	7	16	37890	38014	*	*	*
MINING & MINERAL	4	4	36825	36825	*	*	*	11	13	33755	35085	*	*	*
NUCLEAR	+	+	+	+				2	2	37800	37800	*	*	*
PETROLEUM	+	4	+	43375				+	16	+	44806			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	1	+	36000				+	2	+	28000			
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	25098				1	4	26000	25299	*	*	*
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	2	+	24679			
CHEMISTRY	+	+	+	+				1	2	32000	27000	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	22	25	36050	36340	$41500	$35200	$30000	29	49	36281	36074	43200	36400	30000
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	4	+	41150				1	15	25000	36507	*	*	*
MATHEMATICS (INCL ACTUARI	3	3	29667	29667	*	*	*	3	5	29667	26280	*	*	*
PHYSICS	+	1	+	22356				+	3	+	27219			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	115	233						224	632					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	12	19	$38258	$40874	*	*	*	17	31	$35545	$36365	*	*	*
MBA--TECH	1	1	25000	25000	*	*	*	6	6	37667	37667	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	3	18	40500	38833	*	*	*	4	27	42875	39307	*	*	*
MBA--TECH	1	2	47000	39850	*	*	*	1	2	47000	39850	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	6	17	35650	45747	*	*	*	9	45	35967	42731	*	*	*
MBA--TECH	1	1	33600	33600	*	*	*	2	16	29300	42894	*	*	*
TOTALS	24	58						39	127					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	2	2	$50000	$50000	*	*	*	3	5	$48667	$54220	*	*	*
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	2	+	29377				+	4	+	35768			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	1	+	30000			
FOREIGN LANGUAGES	1	1	28000	28000	*	*	*	1	1	28000	28000	*	*	*
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	1	+	52700				1	2	50000	51350	*	*	*
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	1	+	54080				+	3	+	46027			
CHEMICAL	1	2	56000	48000	*	*	*	2	4	53230	48865	*	*	*
CIVIL	3	3	42667	42667	*	*	*	3	3	42667	42667	*	*	*
COMPUTER	+	+	+	+				1	1	59500	59500	*	*	*
ELECTRICAL/ELECTRONIC	+	+	+	+				1	7	60000	58457	*	*	*
INDUSTRIAL ENGINEERING	1	1	54000	54000	*	*	*	1	1	54000	54000	*	*	*
MECHANICAL	2	2	47202	47202	*	*	*	2	2	47202	47202	*	*	*
METALLURGICAL	1	1	52440	52440	*	*	*	2	5	44220	45288	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				1	1	36000	36000	*	*	*
BIOLOGICAL	+	1	+	33550				+	1	+	33550			
CHEMISTRY	+	+	+	+				11	12	46379	46047	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	1	+	51000				+	4	+	51325			
MATHEMATICS	+	+	+	+				3	5	35000	35300	*	*	*
PHYSICS	+	+	+	+				1	1	40000	40000	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	11	18						33	64					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS FEBRUARY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	27084 242 36000/24000			24758 6	23500 2	15500 1		18640 2	27000 1
BUSINESS ADMIN (INCL MGMT	21120 1			19720 4	18833 3		28500 2	27500 3	18000 1
ECONOM & FINANCE (BANKING	30000 1			25423 6	24000 1		19000 1	26111 9	21600 1
MANAGEMENT INFO SYSTEMS	26500 1					28855 1	27650 2	29667 3	
MARKETING/MARK MGMT (RESR					24000 1		22500 2	21250 2	
ADVERTISING		21375 4			21000 1	22867 3			
COMMUNICATIONS		19000 2				25000 1	24000 2		20000 1
JOURNALISM		13233 3				14598 2	22000 1	22000 1	
TELECOMMUN/BROADCASTING						11960 1			
FOREIGN LANGUAGES		31500 1							
LETTERS (incl English, Li				18000 1					
HISTORY						24000 1			
POLITICAL SCIENCE/GOVT				22000 2		17000 1			
PSYCHOLOGY									22000 1
SOCIAL SCIENCES-OTHER							25000 1	20800 1	14560 1
AEROSPACE & AERONAUTICAL								30000 2	
ARCHITECTURAL									29000 1
CHEMICAL								38000 2	
CIVIL								28814 34 33000/27000	28145 11
COMPUTER						36500 2	24000 1		30000 1
ELECTRICAL/ELECTRONIC						34720 10	31217 6	31204 17	33800 5
INDUSTRIAL						30400 2	32400 1	29000 2	32500 2
MECHANICAL							33750 2	32026 10	32200 3

AVERAGE SALARY OFFERS FEBRUARY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MINING (INCL GEOLOGICAL)								30610 10	26400 1
NUCLEAR								33200 2	
PETROLEUM									40000 1
AGRIBUSINESS								23000 1	
ANIMAL SCIENCES								21500 1	
COMPUTER SCIENCE	31350 2			28704 1		31800 14	26836 16	30611 9	
INFORMATION SCIENCES & SY						29500 1	26250 4	34000 1	
GEOLOGY & GEOLOGICAL SCI									24250 4
MATHEMATICS							27800 1	34800 1	
PHYSICS							19000 1		

AVERAGE SALARY OFFERS FEBRUARY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	23337 8			25616 18		21833 3			20000 1
BUSINESS ADMIN (INCL MGMT	20320 5	20000 1	16500 2	24259 19		20369 33 28000/18000	22500 1		
ECONOM & FINANCE (BANKING	19013 8			22479 14		20910 5			
HOTEL/RESTAURANT MGMT.		17000 2	24000 2						
HUMAN RSRCS (incl LABOR R				24700 1					
MANAGEMENT INFO SYSTEMS	29100 2			27192 5		26789 4			27300 1
MARKETING/MARK MGMT (RESR	18933 6			25893 7		22721 28 45000/17500			30000 1
ADVERTISING				25000 1		19375 4			
COMMUNICATIONS		18000 1		22400 3		24450 3			
JOURNALISM				21750 2					14577 5
TELECOMMUN/BROADCASTING			23000 1						
HUMAN ECOLOGY (HOME ECONO				15300 1		19250 2			
TEXTILES & CLOTHING						24000 1			
MERCHANDISING MANAGEMENT						22118 17			
FOREIGN LANGUAGES				21600 1			25000 1		
LETTERS (incl English, Li	25000 1					19500 2			15200 1
VISUAL & PERFORMING ARTS						15000 1			16850 1
HUMANITIES - OTHER						21300 1		25000 1	
CRIMINAL JUSTICE					19833 3			23000 1	
POLITICAL SCIENCE/GOVT					11440 2	20750 4			26525 2
PSYCHOLOGY		12050 1		17850 2		16475 2		21000 1	
SOCIOLOGY	20000 1		17500 1	19000 1		19400 2	14000 1	23000 1	
SOCIAL SCIENCES-OTHER				23500 1		20000 1			

AVERAGE SALARY OFFERS FEBRUARY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
COMPUTER				24000 1					
ELECTRICAL/ELECTRONIC						26500 1			
INDUSTRIAL				25000 1					
MECHANICAL						33000 2			
ENGINEERING TECHNOLOGY									28000 1
PLANT SCIENCES						12480 1			
NATURAL RESOURCES						20000 1			
COMPUTER SCIENCE	27862 8		22500 1	27034 9		26500 3			24500 2
COMPUTER PROGRAMMING				27000 1		27000 1			
ACTUARIAL				27700 2					
BIOLOGICAL						21500 2			
CHEMISTRY									15600 1
MATHEMATICS				25013 3		21500 1			

AVERAGE SALARY OFFERS FEBRUARY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			21563 7	24613 3		20232 3	25289 4		16660 2
BUSINESS ADMIN (INCL MGMT		15480 1	20500 2	27000 1		24080 2	19750 2	20000 1	30000 1
DISTRIBUTION MANAGEMENT						22500 1			
ECONOM & FINANCE (BANKING			18500 2			19421 3	22258 4		
MANAGEMENT INFO SYSTEMS			29400 1	28525 4	28900 1		28000 1		
MARKETING/MARK MGMT (RESR			17000 2	22740 2		22100 1	20000 1		
COMMUNICATIONS	10900 1		16000 1		21500 2			20000 1	
JOURNALISM	22000 1				18000 1				
ELEMENTARY EDUCATION					19427 23 27000/14000				
PRE-ELEMENTARY EDUCATION					21787 3				
PHYSICAL EDUCATION					15450 2			13440 1	
SPECIAL EDUCATION					27094 3				
FOREIGN LANGUAGES					18500 2				
LETTERS (incl English, Li					23452 4				12700 2
VISUAL & PERFORMING ARTS					19996 5				
HUMANITIES - OTHER					21019 3			18000 1	
CRIMINAL JUSTICE							22745 7		
HISTORY					22000 1				
POLITICAL SCIENCE/GOVT						23000 2	18960 2		
PSYCHOLOGY					22000 1			16250 2	17500 1
SOCIOLOGY							27000 1		18636 3
SOCIAL SCIENCES-OTHER			25000 1		20387 4	24000 1	18773 3		19000 1
AEROSPACE & AERONAUTICAL		30000 1				28364 6			

AVERAGE SALARY OFFERS FEBRUARY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
CHEMICAL			24812 1			-			
CIVIL		28800 1	25227 19	32394 4		27300 4	27890 32 35090/25860		
COMPUTER		28500 1		35000 1		38637 1	28500 1		
ELECTRICAL/ELECTRONIC		34160 3		32988 36 39000/31500		27728 7	33500 1		
INDUSTRIAL				32875 3		25042 2			
MECHANICAL		32625 4		32700 9		26282 5			
METALLURGICAL				50400 1			26000 1		
NUCLEAR				33200 2		26252 1	33500 1		
ANIMAL SCIENCES						22200 1			
COMPUTER SCIENCE		31000 4	29400 1	32970 2		27920 2	26000 2		
COMPUTER PROGRAMMING			29400 1						
INFORMATION SCIENCES & SY				29500 1		20195 1			
ALLIED HEALTH					21940 2			28000 1	18000 1
HEALTH SCIENCES								23175 4	17500 1
NURSING							22175 1	24231 18	33555 2
ARCHITECTURAL & ENVIRONME					25000 1				
BIOLOGICAL		16000 1			21000 1				
CHEMISTRY		23880 2			12578 1				
GEOLOGY & GEOLOGICAL SCI						33000 1			
MATHEMATICS					18630 3			22000 1	
PHYSICS						24000 1			

AVERAGE SALARY OFFERS FEBRUARY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING						25000 2	27300 1		27145 4
BUSINESS ADMIN (INCL MGMT							27875 4	18333 3	28847 7
DISTRIBUTION MANAGEMENT							29200 1		
ECONOM & FINANCE (BANKING					24180 1		28915 4		
HUMAN RSRCS (incl LABOR R								27000 1	
MANAGEMENT INFO SYSTEMS					25000 1	31000 1			32165 4
MARKETING/MARK MGMT (RESR							29100 2	20000 1	27767 6
ADVERTISING									23000 1
COMMUNICATIONS			15000 1	16645 1		21600 1	28100 2	20000 1	
JOURNALISM									34000 1
ELEMENTARY EDUCATION	15896 1								
PRE-ELEMENTARY EDUCATION	20000 1								
VISUAL & PERFORMING ARTS			28000 1						
CRIMINAL JUSTICE			16000 1						
HISTORY			24000 1						
POLITICAL SCIENCE/GOVT									28000 1
PSYCHOLOGY	18250 2		17714 7						
SOCIOLOGY	18000 1		16100 4						
SOCIAL SCIENCES-OTHER				18000 1					
AEROSPACE & AERONAUTICAL					30507 20 32000/29000				
AGRICULTURAL						25000 1	33317 6		
ARCHITECTURAL								27500 1	
CHEMICAL						36333 3	34880 5		37022 65 40800/35820

AVERAGE SALARY OFFERS FEBRUARY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
CIVIL					29500 1		29947 3	29040 5	34776 1
COMPUTER									34776 1
ELECTRICAL/ELECTRONIC					31434 22 35100/30160		33631 25 36000/32000		36196 9
INDUSTRIAL					24000 1		32591 11		34140 11
MECHANICAL					31057 18	34276 5	33217 56 38500/31000	41400 1	35879 20 38500/33600
METALLURGICAL							34900 3		
MINING (INCL GEOLOGICAL)							26400 1		
ENGINEERING TECHNOLOGY					29914 7		30000 1	27200 3	
INDUSTRIAL TECHNOLOGY					31200 1		25200 4		
AGRIBUSINESS						23250 4			
ANIMAL SCIENCES						18833 6			
PLANT SCIENCES						20000 1			
COMPUTER SCIENCE					27520 7		32000 1		32904 4
COMPUTER PROGRAMMING	20238 1								
INFORMATION SCIENCES & SY							28800 4		32505 4
HEALTH SCIENCES				20000 1					
ARCHITECTURAL & ENVIRONME								19500 1	
BIOLOGICAL						26000 1			
CHEMISTRY									30393 6
MATHEMATICS							31200 1		

AVERAGE SALARY OFFERS FEBRUARY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	35000 1	26107 3	29125 2	28000 1	18600 2			24000 1	27300 5
BUSINESS ADMIN (INCL MGMT	28333 3	26867 3	28225 8	32000 1	21000 3		27900 2		32000 1
ECONOM & FINANCE (BANKING	27500 1	30000 1	32000 1	26417 3	27000 1		23800 2	25400 2	30374 4
HUMAN RSRCS (incl LABOR R							23000 1		25000 1
MANAGEMENT INFO SYSTEMS	27950 1		28000 2	33000 1		27600 1	28100 1		
MARKETING/MARK MGMT (RESR	22975 4	24350 3	26263 6	24080 5			27000 2	24563 4	30000 1
ADVERTISING				25000 1	25000 1				
VISUAL & PERFORMING ARTS	19600 1								
HUMANITIES - OTHER			20000 1						
POLITICAL SCIENCE/GOVT			24500 1						
PSYCHOLOGY									24504 1
SOCIAL SCIENCES-OTHER						12584 1			
AEROSPACE & AERONAUTICAL	29750 2			37500 2					35700 2
AGRICULTURAL			33600 1						30000 1
BIOENGINEERING & BIOMEDIC		32000 1							
CHEMICAL		33240 1	37357 7	37757 7	34800 1		28500 2	36400 3	38021 37 40200/36000
CIVIL		30000 1			29055 4	32220 3			34164 11
COMPUTER	36393 9	34196 7						31800 1	34050 2
ELECTRICAL/ELECTRONIC	34365 15	32893 36 38000/31000	34350 2		34364 5			37113 8	36579 14
INDUSTRIAL	32790 2	32268 16	33236 5	33000 1	33700 6		30000 1	33800 5	
MECHANICAL		33017 26 36960/31000	35008 13	35600 2	32396 15		33925 4	36013 8	37971 40 54487/35000
METALLURGICAL		30000 1			33593 11			34800 2	
MINING (INCL GEOLOGICAL)						33591 5			33900 1

AVERAGE SALARY OFFERS FEBRUARY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE	METALS & METAL		MINING	PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
NUCLEAR			35400	2												
PETROLEUM															40375	8
ENGINEERING TECHNOLOGY			32000	1				32000	1						34000	1
OTHER AGRICULTURAL SCIENC					19550	2										
COMPUTER SCIENCE	29564	11	32154	11				32400	1		31200	1	32400	2	34000	9
INFORMATION SCIENCES & SY	33100	3	30500	2											29040	5
GEOLOGY & GEOLOGICAL SCI															39500	1
PHYSICS															33600	1

AVERAGE SALARY OFFERS FEBRUARY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING				12000 1		26000 1	21520 5
BUSINESS ADMIN (INCL MGMT	22900 1		24888 2		16667 3	22000 1	23625 4
ECONOM & FINANCE (BANKING	23750 2			26100 1		16000 1	22133 3
MANAGEMENT INFO SYSTEMS			31700 2				
MARKETING/MARK MGMT (RESR	24700 3			21600 1	25750 2	26000 1	22218 11
COMMUNICATIONS							18167 3
JOURNALISM						18000 1	19360 3
PRE-ELEMENTARY EDUCATION							18000 1
VISUAL & PERFORMING ARTS							24000 1
HISTORY							25000 1
POLITICAL SCIENCE/GOVT	35000 1						21000 2
PSYCHOLOGY						24000 1	19000 1
SOCIOLOGY	22000 1						14000 1
AEROSPACE & AERONAUTICAL							24000 1
CHEMICAL							36300 1
CIVIL						28080 1	28933 3
ELECTRICAL/ELECTRONIC						33933 3	30257 7
ENIVRONMENTAL ENGINEERING	33000 1						
INDUSTRIAL	33000 1			30500 1		31677 7	29000 2
MECHANICAL		35000 1	33783 3			36450 2	32292 12
METALLURGICAL				33500 1			
ENGINEERING TECHNOLOGY	23530 2						27000 2
INDUSTRIAL TECHNOLOGY							16000 2

AVERAGE SALARY OFFERS FEBRUARY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
PLANT SCIENCES							18000 1
NATURAL RESOURCES							18140 2
COMPUTER SCIENCE			28300 2				30360 2
COMPUTER PROGRAMMING					24000 1		

AVERAGE SALARY OFFERS FEBRUARY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	27069 245 36000/24000	19470 10		23262 19	21563 8	20010 11	24664 11	25194 21 30000/20800	20527 6
BACHELOR - TECHNICAL	31350 2			28704 1		32955 29 39200/29500	27887 32 36500/21000	30279 92 38500/27500	29745 29 42000/25000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	21200 31 31200/16000	16810 5	20250 6	24071 76 33000/20000	16476 5	21460 113 45000/17500	20500 3	23000 4	19607 12
BACHELOR - TECHNICAL	27862 8		22500 1	26456 17		24665 12			23150 4

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	16450 2	15480 1	20834 16	26042 10	20612 55 36415/14800	21671 13	22326 25 37000/18500	17323 6	18113 10
BACHELOR - TECHNICAL		29885 17	25588 22 29400/24144	33175 59 50400/30940	19794 8	27347 32 38637/25343	27901 39 35090/25000	24119 24 35000/20000	25652 4

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	18079 5		18093 15	17323 2	24590 2	25650 4	28433 14	20333 6	28782 24 34776/23000
BACHELOR - TECHNICAL	20238 1			20000 1	30487 77 36000/28860	26542 21 37000/18000	32759 121 38500/30000	28655 11	35858 121 40800/32500

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	26086 11	26197 10	27340 21 35500/24240	26471 12	21743 7	20092 2	26063 8	24721 7	28423 13
BACHELOR - TECHNICAL	33157 42 42000/28600	32771 105 38000/30840	34139 30 40250/31200	36958 12	32839 44 36000/30000	33077 8	31738 8	35497 29 39000/33000	36829 133 54487/32500

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	25188 8		28294 4	19900 3	20300 5	22000 6	
BACHELOR - TECHNICAL	28265 4	35000 1	31590 5	32000 2	24000 1	32655 13	

AVERAGE SALARY OFFERS FEBRUARY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	27068 239 36000/24000	24207 72 35000/18000			23000 1				25812 8
BUSINESS ADMIN (INCL MGMT	22040 3	21400 5	24000 1	14880 1					25495 10
ECONOM & FINANCE (BANKING		25699 5		25510 4	21000 1			24000 1	25728 18
MANAGEMENT INFO SYSTEMS									29100 2
MARKETING/MARK MGMT (RESR		21600 1						24000 1	18000 1
ADVERTISING				21000 1					
COMMUNICATIONS				16645 1					
JOURNALISM		16500 4							
POLITICAL SCIENCE/GOVT		35000 1	22000 1	22000 1					
PSYCHOLOGY									22000 1
MATHEMATICS				11440 1					

AVERAGE SALARY OFFERS FEBRUARY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING		27996 1	21700 2						
BUSINESS ADMIN (INCL MGMT		24494 10	22260 3						
ECONOM & FINANCE (BANKING		22800 6	21160 5						
MARKETING/MARK MGMT (RESR	18000 1		16000 1						
ADVERTISING							26250 2		21000 1
COMMUNICATIONS		20200 1	23500 2	17250 2			25900 3	19725 4	
JOURNALISM			21750 2	12584 1		14969 4	10700 1	23000 2	15900 3
TELECOMMUN/BROADCASTING						11960 1			
FOREIGN LANGUAGES			21600 1						
LETTERS (incl English, Li									15200 1
VISUAL & PERFORMING ARTS							16850 1		
HISTORY				25000 1					
POLITICAL SCIENCE/GOVT				26000 1					17000 1
PSYCHOLOGY		14700 1							
SOCIOLOGY			21000 1						
SOCIAL SCIENCES-OTHER			23500 1						
INDUSTRIAL			25000 1						
MECHANICAL							35750 4		
ENGINEERING TECHNOLOGY				25020 3					
CHEMISTRY									15600 1
MATHEMATICS	15000 1								

AVERAGE SALARY OFFERS FEBRUARY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING			20000 1				12000 1	25206 2	18348 2
BUSINESS ADMIN (INCL MGMT		23894 4	23917 6	27667 3	20000 1	22800 2	23430 10		
DISTRIBUTION MANAGEMENT						29200 1			
ECONOM & FINANCE (BANKING					23650 2		22997 12	20165 3	24000 1
HUMAN RSRCS (incl LABOR R							25000 1		
MANAGEMENT INFO SYSTEMS							28000 1		
MARKETING/MARK MGMT (RESR		25000 1	23125 8		20780 5	17000 1	25400 58 45000/21600	20000 1	22100 1
ADVERTISING	18000 1						22575 8		
COMMUNICATIONS	21000 1	21600 1	18000 1				23333 3		
JOURNALISM			15000 1				34000 1		
TELECOMMUN/BROADCASTING							23000 1		
HUMAN ECOLOGY (HOME ECONO							15300 1		
MERCHANDISING MANAGEMENT			23125 8						
FOREIGN LANGUAGES					31500 1				
CRIMINAL JUSTICE								19998 2	
HISTORY		24000 1							
POLITICAL SCIENCE/GOVT							24888 4	15200 4	24000 1
PSYCHOLOGY					21000 1		17100 2		
SOCIOLOGY			19200 1				20800 2		
SOCIAL SCIENCES-OTHER		20000 1		25000 1				17160 2	
AEROSPACE & AERONAUTICAL							37400 1		
CHEMICAL							36900 1		
CIVIL					36100 1				

AVERAGE SALARY OFFERS FEBRUARY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ELECTRICAL/ELECTRONIC							28700 5		
INDUSTRIAL			30840 1				31000 6		
MECHANICAL		34500 1			32500 1		32639 12		
ENGINEERING TECHNOLOGY							32000 1		
AGRIBUSINESS							15000 1		
ANIMAL SCIENCES							22000 2		
PLANT SCIENCES							12480 1		
COMPUTER SCIENCE					29000 1				
BIOLOGICAL			18000 1				25000 1		

AVERAGE SALARY OFFERS FEBRUARY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
DISTRIBUTION MANAGEMENT			22500 1						
ECONOM & FINANCE (BANKING	17600 1								
HUMAN RSRCS (incl LABOR R									23000 1
COMMUNICATIONS									26500 1
HUMANITIES - OTHER		25000 1							
CRIMINAL JUSTICE		22953 6		23000 1					
POLITICAL SCIENCE/GOVT			22000 1						
PSYCHOLOGY		21000 1							
SOCIOLOGY		25000 2							
SOCIAL SCIENCES-OTHER			24000 1					17680 2	
AEROSPACE & AERONAUTICAL							28555 6		32480 7
AGRICULTURAL							33100 3		
ARCHITECTURAL							28250 2		
CHEMICAL							35228 4	34000 2	37042 9
CIVIL							27886 73 37400/24752	28213 8	31500 4
ELECTRICAL/ELECTRONIC		32300 1					33849 16		33497 40 38400/30000
ENIVRONMENTAL ENGINEERING									33000 1
INDUSTRIAL									32938 45 38400/31000
MECHANICAL							33793 31 41400/31560	35000 1	34540 81 38500/32000
METALLURGICAL							35200 1		33735 12
MINING (INCL GEOLOGICAL)								28700 4	33900 1
NUCLEAR									32500 1
PETROLEUM									40000 1

AVERAGE SALARY OFFERS FEBRUARY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
ENGINEERING TECHNOLOGY							27250 2		30583 6
INDUSTRIAL TECHNOLOGY							21067 3		18000 1
ANIMAL SCIENCES			22200 1						
CHEMISTRY								32000 1	
GEOLOGY & GEOLOGICAL SCI			33000 1					21333 3	

AVERAGE SALARY OFFERS FEBRUARY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	28800 1				33000 1				
AEROSPACE & AERONAUTICAL			26252 1	29500 1	31813 3	30207 3			30194 12
AGRICULTURAL					38100 1	32000 2		28500 1	33600 1
BIOENGINEERING & BIOMEDIC			32000 1						
CHEMICAL					37730 20 40800/36000		37259 83 40500/35820	36142 10	33500 5
CIVIL						29500 2		29589 11	29169 23 36000/26700
COMPUTER	38000 1		34033 3	36957 9	32250 2				34323 6
ELECTRICAL/ELECTRONIC	32100 5	32685 31 39000/31276	35149 9	33936 21 36500/32000	31078 8	32114 12	35750 2	33768 17	33340 51 40800/31200
INDUSTRIAL		31500 1					24000 1	36000 1	32254 19
MECHANICAL	33100 2	32284 8	34200 1	31460 1	33921 14	34475 4	40433 3	35002 36 45000/30680	32932 54 54487/29000
METALLURGICAL		50400 1			33500 1			33150 2	33750 2
MINING (INCL GEOLOGICAL)						27500 2		31500 2	33591 5
NUCLEAR		33700 2			32400 1	36000 1	34800 1		30126 2
PETROLEUM								40800 1	40314 7
ENGINEERING TECHNOLOGY				27500 1				23500 2	32125 4
COMPUTER SCIENCE	33081 12		30998 9		35000 1	20800 1		31720 1	30234 15
INFORMATION SCIENCES & SY	29500 1								
BIOLOGICAL					26000 1				
CHEMISTRY					28530 2	24900 1	27880 2	28000 1	
GEOLOGY & GEOLOGICAL SCI								36250 2	
PHYSICS									33600 1

AVERAGE SALARY OFFERS FEBRUARY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	30000 1								
COMMUNICATIONS	15000 1								
PHYSICAL EDUCATION							13440 1		
LETTERS (incl English, Li									15000 1
PSYCHOLOGY									19000 1
CIVIL				29200 1					
COMPUTER								34000 1	
INDUSTRIAL		23832 1			31080 1				
COMPUTER SCIENCE									24000 1
ALLIED HEALTH			24500 2						20440 2
HEALTH SCIENCES			27000 1						20800 4
NURSING	32044 4			24124 16					11280 1
BIOLOGICAL			16000 1						
MATHEMATICS	22000 1								

AVERAGE SALARY OFFERS FEBRUARY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION		COUNSELING		FUNDRAISING /		SOCIAL WORK		COMPUTER PROGR		INFORMATION SY		SYSTEMS ANALYS		ACTUARIAL		AGRICULTURE/NA	
BUSINESS ADMIN (INCL MGMT	18500	1							20160	1	25476	5	31388	2				
ECONOM & FINANCE (BANKING									27000	1	30000	1						
MANAGEMENT INFO SYSTEMS									28904	14	28013	9	30140	9				
MARKETING/MARK MGMT (RESR									27000	1								
COMMUNICATIONS			20000	1														
LETTERS (incl English, Li			10400	1														
VISUAL & PERFORMING ARTS	28000	1																
HUMANITIES - OTHER			18000	1														
CRIMINAL JUSTICE			20500	2														
HISTORY			24000	1														
PSYCHOLOGY	25000	2	16583	6			12500	2	17500	1								
SOCIOLOGY	14400	1	20000	1			16977	4	19000	1								
SOCIAL SCIENCES-OTHER			19000	1			19000	1	25000	1							21000	1
AGRICULTURAL																	25000	1
CIVIL									29500	1			30560	8				
COMPUTER									29439	7								
ELECTRICAL/ELECTRONIC									31000	1	33140	5	35367	3				
MECHANICAL									29500	1	32000	1						
METALLURGICAL																	26000	1
AGRIBUSINESS																	26333	3
ANIMAL SCIENCES																	18100	5
PLANT SCIENCES																	19000	2
NATURAL RESOURCES																	18760	3

AVERAGE SALARY OFFERS FEBRUARY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
OTHER AGRICULTURAL SCIENC									19550 2
COMPUTER SCIENCE					27827 42 34900/24000	33369 15	28413 23 34500/25500		
COMPUTER PROGRAMMING					25910 4		24000 1		
INFORMATION SCIENCES & SY					27100 10	31500 1	31392 10		
ACTUARIAL								27700 2	
MATHEMATICS					26400 2			34920 2	
PHYSICS					19000 1				

AVERAGE SALARY OFFERS FEBRUARY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		30000 2		19500 1					
BUSINESS ADMIN (INCL MGMT		26300 5	20875 4	21390 51 32000/17680					
ECONOM & FINANCE (BANKING		26111 9		20890 12					
HOTEL/RESTAURANT MGMT.				20500 4					
HUMAN RSRCS (incl LABOR R			25850 2						
MANAGEMENT INFO SYSTEMS		28875 4		19656 1					
MARKETING/MARK MGMT (RESR				21288 24 30000/16000					
ADVERTISING				19167 3					
COMMUNICATIONS			22000 1	18588 4					
JOURNALISM			22000 1	22000 1					
ELEMENTARY EDUCATION									19280 24 27000/14000
PRE-ELEMENTARY EDUCATION				18000 1					21340 4
PHYSICAL EDUCATION									15450 2
SPECIAL EDUCATION									27094 3
HUMAN ECOLOGY (HOME ECONO				19250 2					
TEXTILES & CLOTHING				24000 1					
MERCHANDISING MANAGEMENT				21222 9					
FOREIGN LANGUAGES				25000 1					18500 2
LETTERS (incl English, Li				20500 4					23452 4
VISUAL & PERFORMING ARTS				19533 3					19996 5
HUMANITIES - OTHER				20650 2					21019 3
CRIMINAL JUSTICE						16000 1			
HISTORY				22000 1					

AVERAGE SALARY OFFERS FEBRUARY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
POLITICAL SCIENCE/GOVT				21000 5					
PSYCHOLOGY		18500 1	24504 1	17400 2					22000 1
SOCIOLOGY			14000 1	16625 4					
SOCIAL SCIENCES-OTHER				12584 1					20387 4
AEROSPACE & AERONAUTICAL		30000 1						30000 1	
CHEMICAL		38500 1							
CIVIL		29917 6							
ELECTRICAL/ELECTRONIC		30700 4						33500 1	
INDUSTRIAL		29000 3		33475 3					
MECHANICAL		29000 1		35010 2				26252 1	34800 1
MINING (INCL GEOLOGICAL)		31525 4							
INDUSTRIAL TECHNOLOGY				27600 3					
AGRIBUSINESS				22000 1					
COMPUTER SCIENCE		30000 6							
INFORMATION SCIENCES & SY		31000 2		30500 2					
HEALTH SCIENCES									20000 1
ARCHITECTURAL & ENVIRONME	25000 1		19500 1						
BIOLOGICAL									21000 1
CHEMISTRY								32400 1	12578 1
MATHEMATICS				21500 1	31200 1				22225 2
PHYSICS									24000 1

AVERAGE SALARY OFFERS FEBRUARY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/ REA
BACHELOR - NON TECHNICAL	27005 242 36000/24000	23875 88 35000/17000	23000 2	22071 8	22000 2			24000 2	25569 40 36000/18000
BACHELOR - TECHNICAL				11440 1					

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	18000 1	23402 19	21588 18	19617 5		14367 5	22536 7	20817 6	16817 6
BACHELOR - TECHNICAL	15000 1		25000 1	25020 3			35750 4		15600 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	19500 2	23272 8	22527 26 28000/18000	27000 4	22370 10	22950 4	24254 105 45000/19600	19002 14	21359 5
BACHELOR - TECHNICAL		34500 1	24420 2		32533 3		29805 31 37400/22500		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	17600 1	23372 10	22833 3	23000 1				17680 2	24750 2
BACHELOR - TECHNICAL		32300 1	27600 2				30112 141 41400/24912	28395 19	33756 209 40000/30160

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	28800 1				33000 1				
BACHELOR - TECHNICAL	32913 21 38000/30655	33042 43 50400/31276	32911 24 36500/29380	34355 33 42000/31460	34447 54 40800/30000	31200 28 41500/26252	36955 92 44500/35400	33734 87 45000/28000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	22500 2						13440 1		
BACHELOR - TECHNICAL	30035 5	23832 1	23000 4	24422 17	31080 1			34000 1	

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	22180 5	17993 14		15987 7	27016 20 33600/20160	27300 15	30367 11		21000 1
BACHELOR - TECHNICAL					27699 69 34900/22500	33170 22 39200/31500	29822 45 38480/25500	31310 4	20816 17

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		26690 21 30000/26000	21770 10	20779 137 32000/16000		16000 1			20340 52 36415/14800
BACHELOR - TECHNICAL	25000 1	30532 28 38500/28500	19500 1	29812 12	31200 1			30538 4	22404 7

AVERAGE SALARY OFFERS FEBRUARY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	30875 8			34500 2				30850 2	
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH				22000 1					
MBA--TECH				32500 2					

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH	25000 1		33000 1						
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH		20000 1							43500 1
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH			43500 2					37000 1	35211 2
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 2 March 1991

MIDWESTERN REGION (MCPA)

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago-Grad. School of Bus.
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College-Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Drake University
Eastern Michigan University
Emporia State College
Eureka College
Ferris State University
Grace College
Grand View College
Greenville College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois-Chicago
University of Illinois-Chemistry & Chem. Engrg.
University of Illinois- Commerce & Business
University of Illinois-Engineering
Indiana University
Indiana University-Northwest
Indiana University/Purdue University-Indianapolis
Iowa State University-Agriculture
Iowa State University-Bus., Sci. & Humanities
Iowa State University-Design
Iowa State University-Engineering
Iowa State University-Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa- Bus. / Lib. Arts / Engrg.
John Carroll University
Judson College
Kalamazoo College
University of Kansas-Arts
University of Kansas-Business
University of Kansas-Engineering
Kenyon College
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor-Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
University of Minnesota-Liberal Arts
Minot State University
University of Missouri-Columbia - Engineering
University of Missouri-Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
University of Notre Dame
Ohio Northern University
Ohio State University-Agriculture
Ohio State University-Arts & Science
Ohio State University-Business
Ohio State University-Engineering
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University- Carbondale
Southern Illinois University- Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Viterbo College
Walsh College of Accounting & Business
Washington University - Business
Washington University - Engineering
Wayne State University
Westmar College
University of Wisconsin-Eau Claire
University of Wisconsin-Green Bay
University of Wisconsin-Madison - Arts
University of Wisconsin-Madison - Business
University of Wisconsin-Madison - Engineering
University of Wisconsin-Platteville
University of Wisconsin-River Falls
University of Wisconsin-Stout
Wichita State University
College of Wooster
Wright State University
Youngstown State University

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Midwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (February 8, 1991 through March 8, 1991) and cumulatively (September 1, 1990, and March 8, 1991). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 2/8/91 THROUGH 3/8/91

CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	328	421	$28679	$28375	$32000	$28500	$26200	703	1618	$27275	$26603	$31000	$27500	$23400
BUSINESS ADMIN (INCL MGMT	18	47	26660	24948	*	*	*	169	431	23491	23096	29500	23000	17000
DISTRIBUTION MANAGEMENT	5	5	28500	28500	*	*	*	7	8	27743	27613	*	*	*
ECONOM & FINANCE (BANKING	67	87	26595	26679	31000	26500	21000	156	464	24899	25002	30000	26000	19000
HOTEL/RESTAURANT MGMT.	3	9	20833	20061	*	*	*	7	38	20643	21097	*	*	*
HUMAN RSRCS (incl LABOR R	4	8	27000	25375	*	*	*	8	46	25963	24027	*	*	*
MANAGEMENT INFO SYSTEMS	5	17	30022	29077	*	*	*	53	164	28422	27781	32000	28008	25740
MARKETING/MARK MGMT (RESR	50	69	25403	25528	29000	25000	21000	162	456	24187	23540	28400	24150	18000
REAL ESTATE	+	+	+	+				+	4	+	20080			
COMMUNICATIONS														
ADVERTISING	5	9	25800	22433	*	*	*	21	35	22838	21767	25000	23000	19000
COMMUNICATIONS	19	23	21918	21644	*	*	*	52	104	21714	21583	28500	21800	16000
JOURNALISM	17	18	20481	20510	*	*	*	39	59	19232	18833	25000	18000	14000
TELECOMMUN/BROADCASTING	7	8	26571	26250	*	*	*	9	17	24551	23106	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	5	27	15851	18665	*	*	*	45	191	19282	19937	23000	20575	13250
PRE-ELEMENTARY EDUCATION	+	+	+	+				6	25	20943	17139	*	*	*
PHYSICAL EDUCATION	+	1	+	16305				5	21	17275	19120	*	*	*
SPECIAL EDUCATION	+	2	+	23000				6	36	24331	23017	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				3	9	17933	19411	*	*	*
TEXTILES & CLOTHING	13	13	20015	20015	*	*	*	14	23	20300	20978	*	*	*
MERCHANDISING MANAGEMENT	1	3	23500	21833	*	*	*	18	24	22194	21388	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	2	5	18975	19484	*	*	*	7	15	21864	21434	*	*	*
LETTERS (incl English, Li	6	13	21833	22346	*	*	*	17	52	20436	21681	*	*	*
VISUAL & PERFORMING ARTS	12	14	16889	17767	*	*	*	22	42	18459	19738	22700	18225	14000
HUMANITIES - OTHER	9	10	23387	23248	*	*	*	16	32	22365	21856	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	8	9	20157	19650	*	*	*	25	37	20954	21057	25000	19500	15996
HISTORY	2	7	15500	18034	*	*	*	6	24	21000	20447	*	*	*
POLITICAL SCIENCE/GOVT	8	13	20575	21540	*	*	*	28	60	21355	21665	27050	22000	17000
PSYCHOLOGY	17	20	19669	19419	*	*	*	40	74	18952	18802	24000	18500	13000
SOCIOLOGY	2	8	20000	20150	*	*	*	20	38	18680	18943	22000	19100	14400
SOCIAL SCIENCES-OTHER	7	12	18759	19205	*	*	*	24	56	19651	19088	24000	19835	16000
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	6	23040	28110	*	*	*	42	74	30529	30318	33674	30160	26252
AGRICULTURAL	1	1	25000	25000	*	*	*	10	17	31350	31471	*	*	*
ARCHITECTURAL	+	1	+	29700				3	26	28887	30727	*	*	*
BIOENGINEERING & BIOMEDIC	1	1	30000	30000	*	*	*	2	4	31000	26875	*	*	*
CHEMICAL	31	120	37665	37985	39500	38000	35400	297	685	37177	36990	39500	37500	35100
CIVIL	10	50	28881	31054	*	*	*	166	390	28835	29798	33000	28740	24912
COMPUTER	5	10	32460	34270	*	*	*	42	73	33067	32056	36360	34000	27500
ELECTRICAL/ELECTRONIC	25	94	33523	33073	36500	34500	31490	311	737	33372	32943	37200	33600	29600

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				1	2	$33000	$29700	*	*	*
INDUSTRIAL	11	14	$33875	$33673	*	*	*	105	164	32494	32058	$35000	$33000	$29000
MECHANICAL	44	144	34328	34333	$37200	$34500	$31500	385	891	33948	33897	37700	34000	30000
METALLURGICAL	8	9	33643	33904	*	*	*	30	54	34002	33803	35520	33600	31200
MINING (INCL GEOLOGICAL)	+	+	+	+				18	32	31153	31018	*	*	*
NUCLEAR	+	+	+	+				8	9	32919	32895	*	*	*
PETROLEUM	+	22	+	40664				9	123	40333	38486	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	4	10	30175	29770	*	*	*	32	97	28677	27814	33600	28750	23060
INDUSTRIAL TECHNOLOGY	1	3	32000	31500	*	*	*	8	12	24500	26042	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	3	15	23917	22263	*	*	*	8	43	23469	21949	*	*	*
ANIMAL SCIENCES	5	8	19080	20805	*	*	*	14	23	19936	21528	*	*	*
PLANT SCIENCES	2	2	20000	20000	*	*	*	5	6	18096	21413	*	*	*
NATURAL RESOURCES	+	1	+	28080				3	8	18760	21095	*	*	*
OTHER AGRICULTURAL SCIENC	1	5	20000	24338	*	*	*	3	23	19700	25440	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	29	47	30776	31146	34800	32000	24000	171	395	29900	30153	34512	30000	25000
COMPUTER PROGRAMMING	+	+	+	+				6	15	26023	29123	*	*	*
INFORMATION SCIENCES & SY	21	22	30826	30948	33500	31500	28923	47	102	30133	28800	33600	30600	26400
SYSTEMS ANALYSIS	1	2	25000	23500	*	*	*	1	3	25000	21867	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	2	10	26250	29696	*	*	*	6	59	23730	27774	*	*	*
HEALTH SCIENCES	1	1	24500	24500	*	*	*	7	26	22100	20944	*	*	*
NURSING	3	3	25333	25333	*	*	*	28	55	25444	27964	31500	24500	20000
PHARMACY	+	21	+	40099				+	27	+	39633			
SCIENCES														
ACTUARIAL	2	2	22750	22750	*	*	*	4	4	25225	25225	*	*	*
ARCHITECTURAL & ENVIRONME	1	1	25000	25000	*	*	*	3	15	23167	25927	*	*	*
BIOLOGICAL	4	7	21948	21902	*	*	*	9	30	21532	20410	*	*	*
CHEMISTRY	1	2	33180	28840	*	*	*	23	37	27802	27625	32400	30000	19760
GEOLOGY & GEOLOGICAL SCI	1	3	25000	23267	*	*	*	8	17	27013	27691	*	*	*
MATHEMATICS	4	8	19935	21746	*	*	*	15	61	23197	25595	*	*	*
PHYSICS	+	+	+	+				3	13	25533	28176	*	*	*
OTHER PHYSICAL & EARTH SC	+	2	+	18400				+	4	+	20637			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	843	1525						3521	8559					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	291	371	$28737	$28512	$32000	$28500	$26500	566	1234	$27840	$27135	$31000	$27500	$25000
ACCOUNTING (PRIVATE)	41	55	28140	27180	32000	29000	25500	141	396	24776	24744	29500	25800	17200
COMMERCIAL BANKING (CNSMR	1	5	25000	25600	*	*	*	4	28	22000	21850	*	*	*
COMMERCIAL BANKING (LENDG	9	10	24222	24920	*	*	*	19	34	22527	23065	*	*	*
INVESTMT BANKING (CORP FN	+	+	+	+				2	13	22000	25577	*	*	*
INVESTMT BANKMG (M & A)	+	+	+	+				+	1	+	24000			
INVESTMT BANKG (REAL EST)	1	1	20000	20000	*	*	*	1	4	20000	18875	*	*	*
INVESTMT BANKG (SALES & T	+	+	+	+				3	11	25667	23963	*	*	*
FINANCIAL/TREASURY ANALYS	21	30	28607	28731	30000	29500	26000	64	167	26564	26242	30500	27798	20000
PORTFOLIO MGMT/BROKERAGE	+	+	+	+				2	16	16500	21160	*	*	*
UNDERWRITING	11	16	24136	24000	*	*	*	32	71	23660	23705	27000	24000	20000
INSURANCE - CLAIMS	2	6	16860	19849	*	*	*	23	51	20924	22344	25000	21650	16000
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	3	4	14860	17145	*	*	*	11	14	19793	19295	*	*	*
MEDIA PLANNING	1	1	35000	35000	*	*	*	2	5	31900	25460	*	*	*
REPORTING	+	+	+	+				5	13	14367	14975	*	*	*
PRODUCTION	6	7	18407	21377	*	*	*	22	35	25554	24503	34000	25750	15000
PUBLIC RELATIONS	9	11	19113	20603	*	*	*	16	30	19963	19384	*	*	*
WRITING / EDITING	5	7	20120	21586	*	*	*	12	20	18092	19635	*	*	*
MARKETING														
ADVERTISING	4	5	19375	18800	*	*	*	6	17	19417	20135	*	*	*
BRAND/PRODUCT MANAGEMENT	8	11	18216	19066	*	*	*	19	68	22784	23855	*	*	*
BUYER/MERCHANDISING	35	37	21879	21831	27000	21500	19500	65	99	22328	22841	27000	22750	18000
DISTRIBUTION	6	8	30083	29558	*	*	*	12	30	29208	26709	*	*	*
MARKET RESEARCH	+	2	+	27500				15	39	24020	25261	*	*	*
PURCHASING	3	3	29293	29293	*	*	*	7	17	25669	24787	*	*	*
SALES	63	87	25983	25831	32100	26000	19848	212	488	25826	24882	32000	25000	19848
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	3	3	21000	21000	*	*	*	17	19	19354	19870	*	*	*
FINANC,TAXA, MONETARY POL	3	4	20300	20725	*	*	*	9	42	20969	22802	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				1	7	17600	22056	*	*	*
LAW ENFORCEMENT	4	6	21835	21723	*	*	*	18	25	23292	22986	*	*	*
MILITARY	3	3	23667	23667	*	*	*	9	26	25800	23803	*	*	*
NATIONAL SECURITY	+	3	+	16867				1	7	23000	20229	*	*	*
URBAN / REGIONAL PLANNING	2	4	15632	17892	*	*	*	2	7	15632	17261	*	*	*
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	4	+	24500			
DESIGN / CONSTRUCT	19	63	33212	32387	*	*	*	188	440	30499	30781	36000	30000	24912
ENVIRONMENTAL/SANITATION	+	13	+	31084				27	81	28878	30503	36000	29000	20800
MANUFACTURING/INDUSTRIAL	36	69	33785	34221	37200	34500	31000	301	480	33985	33740	37500	34200	30160
SYSTEMS / PROGRAMMING	3	14	34640	33901	*	*	*	34	109	J2217	32129	34800	33000	29000
POWER SYSTEMS	3	9	29100	30940	*	*	*	54	108	33048	32930	34500	33435	31276
SOFTWARE DESIGN & DEVELOP	3	17	32108	33648	*	*	*	34	91	32331	32469	36000	32500	29380
HARDWARE DESIGN & DEVELOP	10	27	34236	32988	*	*	*	45	94	34339	33354	36720	34800	31200

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	11	32	$34779	$34059	*	*	*	89	173	$35050	$33937	$38400	$35800	$31400
TESTING	4	16	32025	31264	*	*	*	33	82	31263	30457	36000	31460	25000
PROCESS ENGINEERING	13	101	36657	38696	*	*	*	193	553	37096	37480	39300	37500	35400
PROJECT ENGINEERING	2	47	32250	36312	*	*	*	120	403	33705	34231	38500	34000	28000
OTHER ENGINEERING	31	67	34494	33239	$38004	$34620	$30420	284	714	32829	32598	37500	33350	27600
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	1	+	22000				8	19	27897	24503	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				1	2	23832	23916	*	*	*
MEDICAL TECHNOLOGY	4	4	23925	23925	*	*	*	9	28	23022	24349	*	*	*
NURSES / PERSONAL CARE	4	4	22120	22120	*	*	*	25	51	24586	27158	30000	24000	20000
OCCUPATIONAL THERAPY	+	5	+	28360				2	17	34290	29035	*	*	*
PHARMACIST	+	22	+	39483				+	28	+	39165			
PHYSICAL THERAPY	1	2	22090	25545	*	*	*	2	4	17765	19045	*	*	*
RESPIRATORY THERAPY	+	2	+	36828				1	3	34000	35885	*	*	*
OTHER HEALTH RELATED	4	5	20890	20876	*	*	*	14	53	19780	24256	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	2	3	20360	21240	*	*	*	7	15	21660	20661	*	*	*
COUNSELING	4	8	16175	15363	*	*	*	18	41	17589	16686	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	1	+	15240			
SOCIAL WORK	5	6	19490	20408	*	*	*	14	29	17740	16927	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	33	43	30626	30559	34750	31500	26000	137	305	28342	28420	33700	28500	23000
INFORMATION SYSTEMS	7	13	31314	31862	*	*	*	48	107	30663	29174	35000	31450	26500
SYSTEMS ANALYSIS & DESIGN	8	15	29658	30872	*	*	*	66	191	29851	29761	34700	30000	25500
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	1	2	28000	30000	*	*	*	5	10	30648	30424	*	*	*
AGRICULTURE/NAT'L RESOURC	8	19	19425	21821	*	*	*	26	55	20395	21431	25000	20000	17500
ARCHITECTURE	1	1	25000	25000	*	*	*	2	7	25000	25057	*	*	*
CONSULTING	23	38	29591	29047	33500	30000	26000	83	175	29094	28662	33400	29000	26000
HUMAN RESRCS /INDUS RELS	5	6	26640	25033	*	*	*	16	50	23150	22429	*	*	*
MANAGEMENT TRAINEE	54	100	23580	22954	30000	23750	17000	213	594	22164	22256	30000	22000	16000
MATH/STATISTICIANS	+	3	+	20747				1	16	31200	23501	*	*	*
PARALEGAL	+	+	+	+				1	5	16000	19000	*	*	*
RESEARCHERS NON-TECHNICAL	+	+	+	+				+	5	+	24400			
RESEARCHERS - TECHNICAL	+	+	+	+				11	16	29477	29153	*	*	*
TEACHING	9	42	18504	19721	*	*	*	91	366	20322	20511	23600	21000	14000
TOTALS	843	1525						3521	8559					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	2	15	$35500	$37500	*	*	*	11	142	$33255	$31118	*	*	*
MBA--NON-TECH	18	38	37030	36570	*	*	*	45	156	34530	33870	$43200	$33000	$27500
MBA--TECH	6	7	55100	50757	*	*	*	8	20	49450	39435	*	*	*
MS-BUSINESS	6	6	50654	50654	*	*	*	6	7	50654	49132	*	*	*
ECONOMICS & FINANCE (BANK	28	28	44118	44118	$49000	$44000	$37000	29	34	43511	42209	49000	43000	37000
HUMAN RESOURCES (INCL LAB	+	1	+	35500				+	6	+	28817			
MANAGEMENT INFORMATION SY	+	+	+	+				+	7	+	33886			
MARKETING/MKTNG MGT (RESE	11	12	46631	45745	*	*	*	12	14	46103	45088	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	1	+	32800				1	6	30960	27460	*	*	*
JOURNALISM	1	1	21500	21500	*	*	*	2	2	21500	21500	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				3	15	30846	24187	*	*	*
ELEMENTARY EDUCATION	+	+	+	+				1	26	27000	24472	*	*	*
PHYSICAL EDUCATION	+	+	+	+				+	4	+	24500			
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	+	+	+				1	9	24875	23896	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	16650			
LETTERS	+	+	+	+				+	4	+	23500			
VISUAL & PERFORMING ARTS	+	+	+	+				+	2	+	21163			
HUMANITIES - OTHER	2	2	35000	35000	*	*	*	3	3	35000	35000	*	*	*
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	1	1	12600	12600	*	*	*	8	9	23826	23945	*	*	*
SOCIOLOGY	+	1	+	28000				1	3	24000	24267	*	*	*
SOCIAL SCIENCES - OTHER	1	2	21000	25500	*	*	*	10	13	32508	30853	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	1	+	40000				6	8	34770	35640	*	*	*
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	+	+	+			
CHEMICAL	1	8	40800	40934	*	*	*	11	25	39500	39818	*	*	*

continued

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	1	10	$31500	$35110	*	*	*	38	60	$34100	$34900	$38200	$34000	$29580
COMPUTER	+	1	+	35200				+	2	+	37400			
ELECTRICAL/ELECTRONIC	12	21	41308	41129	*	*	*	49	86	38654	38078	44000	38900	34000
INDUSTRIAL	+	+	+	+				11	18	37241	36437	*	*	*
MECHANICAL	4	10	36825	36704	*	*	*	39	82	39983	38000	47800	39300	35000
METALLURGICAL	+	+	+	+				7	16	37890	38014	*	*	*
MINING & MINERAL	+	+	+	+				11	13	33755	35085	*	*	*
NUCLEAR	+	+	+	+				2	2	37800	37800	*	*	*
PETROLEUM	+	4	+	42300				+	22	+	43523			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	2	+	21091			
HEALTH SCIENCES	1	1	25000	25000	*	*	*	1	4	25000	26500	*	*	*
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				1	5	26000	27239	*	*	*
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	1	+	28080			
BIOLOGICAL	+	+	+	+				+	2	+	24679			
CHEMISTRY	+	+	+	+				6	7	34233	32486	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	2	+	45500				30	59	36338	36904	43200	36950	30000
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				1	25	25000	36393	*	*	*
MATHEMATICS (INCL ACTUARI	+	1	+	35000				3	8	29667	26900	*	*	*
PHYSICS	+	+	+	+				+	3	+	27219			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	95	174						357	939					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 2/8/91 THROUGH 3/8/91

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS							
MBA--NON-TECH	31	35	$53507	$51463	$60000	$53000	$44000
MBA--TECH	8	8	54688	54688	*	*	*
OVER 2 TO 4 YEARS							
MBA--NON-TECH	28	33	54786	53455	65500	55000	45000
MBA--TECH	24	27	57743	57141	70000	56000	50000
OVER 4 YEARS							
MBA--NON-TECH	18	20	59183	57315	*	*	*
MBA--TECH	12	14	56500	54693	*	*	*
TOTALS	121	137					

CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS							
MBA--NON-TECH	51	72	$46566	$44058	$57000	$48000	$31000
MBA--TECH	15	15	47100	47100	*	*	*
OVER 2 TO 4 YEARS							
MBA--NON-TECH	39	73	50577	45901	65000	50000	36000
MBA--TECH	25	30	57313	55584	70000	55000	47000
OVER 4 YEARS							
MBA--NON-TECH	29	69	51207	47032	70000	52000	31500
MBA--TECH	14	30	52614	48400	*	*	*
TOTALS	173	289					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	+	+	+				3	5	$48667	$54220	*	*	*
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	1	1	$43000	$43000	*	*	*	1	5	43000	37214	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	1	+	30000			
FOREIGN LANGUAGES	+	1	+	45739				1	2	28000	36870	*	*	*
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	3	3	50000	50000	*	*	*	4	5	50000	50540	*	*	*
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	3	+	46027			
CHEMICAL	+	3	+	53820				5	12	54312	52177	*	*	*
CIVIL	+	+	+	+				3	5	42667	41399	*	*	*
COMPUTER	1	1	45000	45000	*	*	*	2	2	52250	52250	*	*	*
ELECTRICAL/ELECTRONIC	1	1	36000	36000	*	*	*	3	9	52000	56133	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				1	1	54000	54000	*	*	*
MECHANICAL	1	1	36000	36000	*	*	*	3	3	43468	43468	*	*	*
METALLURGICAL	3	3	47000	47000	*	*	*	5	8	45888	45930	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				1	1	36000	36000	*	*	*
BIOLOGICAL	+	+	+	+				+	1	+	33550			
CHEMISTRY	1	3	52800	49000	*	*	*	31	34	49401	49060	$52800	$50300	$46000
GEOLOGICAL (INCL GEOPHYS)	+	2	+	56000				+	7	+	50549			
MATHEMATICS	1	1	54400	54400	*	*	*	4	6	39850	38483	*	*	*
PHYSICS	1	1	40000	40000	*	*	*	2	2	40000	40000	*	*	*
POLYMER	+	1	+	53400				+	1	+	53400			
TOTALS	13	22						69	114					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	27792 536 38500/25000			27250 9	23500 2	22833 3		18640 2	27000 1
BUSINESS ADMIN (INCL MGMT	21120 1	30000 1		19720 4	18375 4		29667 3	27300 5	18000 1
ECONOM & FINANCE (BANKING	30929 7			24502 23 40000/21000	22000 2		23600 2	26774 19	21600 1
MANAGEMENT INFO SYSTEMS	26500 1					28855 1	28233 3	29000 4	
MARKETING/MARK MGMT (RESR				22500 1	24000 1		22500 2	23500 3	
ADVERTISING		22333 6			21000 1	23400 4			
COMMUNICATIONS		19000 4		22000 1		23000 2	23500 3	26500 1	20000 1
JOURNALISM		17714 6		22000 1		17232 3	18333 3	22000 1	
TELECOMMUN/BROADCASTING						18480 2			
FOREIGN LANGUAGES		31500 1	22100 1						
LETTERS (incl English, Li				18000 1		19000 1			
VISUAL & PERFORMING ARTS		13500 1							
HUMANITIES - OTHER		12480 1		40000 1					
HISTORY						24000 1	16000 1		
POLITICAL SCIENCE/GOVT				22000 2	16000 1	17000 1	28900 1		
PSYCHOLOGY						35000 1			22000 1
SOCIAL SCIENCES-OTHER						20000 1	25000 1	20800 1	14560 1
AEROSPACE & AERONAUTICAL								31900 3	
ARCHITECTURAL									29580 2
CHEMICAL								35163 6	
CIVIL								28966 38 33000/27000	28623 15
COMPUTER						36500 2	25000 2	28833 3	30000 1
ELECTRICAL/ELECTRONIC						35117 12	30463 8	30893 23 36800/28500	32333 6

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
INDUSTRIAL						31767 3	32400 1	30967 6	32500 2
MECHANICAL							33750 2	32376 13	32150 4
METALLURGICAL									33000 1
MINING (INCL GEOLOGICAL)								30610 10	26400 1
NUCLEAR								33200 2	
PETROLEUM									40000 1
ENGINEERING TECHNOLOGY								29000 1	
AGRIBUSINESS								23000 1	
ANIMAL SCIENCES								21500 1	
COMPUTER SCIENCE	28675 4			28704 1		31800 14	27356 23 34800/23000	29766 14	
INFORMATION SCIENCES & SY	26500 2					30100 3	26250 4	32286 7	
SYSTEMS ANALYSIS								25000 1	
ACTUARIAL								28000 1	
GEOLOGY & GEOLOGICAL SCI									24400 5
MATHEMATICS							27800 1	34800 1	
PHYSICS							19000 1		

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	24299 13	16500 1	25500 4	25571 21 29100/23400		22375 4			20000 1
BUSINESS ADMIN (INCL MGMT	18871 7	24000 2	16500 2	24258 21 33000/21000		20453 39 28000/18000	22500 1		
DISTRIBUTION MANAGEMENT						24000 1			
ECONOM & FINANCE (BANKING	18678 9		22000 1	22890 21 27000/20000		21538 8			
HOTEL/RESTAURANT MGMT.		17167 3	23250 4						
HUMAN RSRCS (incl LABOR R				24700 1					
MANAGEMENT INFO SYSTEMS	29100 2			27192 5		26431 5			27300 1
MARKETING/MARK MGMT (RESR	18933 6		20000 1	24717 12		23174 46 45000/19500			30000 1
ADVERTISING	36000 1			25000 1		19375 4			
COMMUNICATIONS		18000 1		23520 5		21392 6			
JOURNALISM	25000 1			21750 2		22750 4			15912 7
TELECOMMUN/BROADCASTING			23000 2			22500 1			
HUMAN ECOLOGY (HOME ECONO				15300 1		19250 2			
TEXTILES & CLOTHING						19862 13			
MERCHANDISING MANAGEMENT						22194 18			
FOREIGN LANGUAGES				21600 1			25000 1		
LETTERS (incl English, Li	25000 1			24000 1		15500 4			15200 1
VISUAL & PERFORMING ARTS		15000 1				13833 3			15248 2
HUMANITIES - OTHER				26000 3		21600 3		25000 1	
CRIMINAL JUSTICE				20000 1	19833 3	13852 1		23000 1	
HISTORY						15000 1			
POLITICAL SCIENCE/GOVT				22200 1	11440 2	21000 5			26525 2
PSYCHOLOGY		12050 1	17000 1	17850 2		18938 4		21000 1	

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
SOCIOLOGY	20000 1		19250 2	19000 1		19400 2	14000 1	23000 1	
SOCIAL SCIENCES-OTHER				23500 1		20000 1			
COMPUTER				24000 1		26500 1			
ELECTRICAL/ELECTRONIC						26500 1			
INDUSTRIAL				25000 1					
MECHANICAL						33000 2			
ENGINEERING TECHNOLOGY									28000 1
AGRIBUSINESS						17750 1			
PLANT SCIENCES						12480 1			
NATURAL RESOURCES						20000 1			
COMPUTER SCIENCE	27955 9		22500 1	27034 9		26500 3			24500 2
COMPUTER PROGRAMMING				27000 1		27750 2			
INFORMATION SCIENCES & SY				28923 1					
ACTUARIAL				24300 3					
BIOLOGICAL						21333 3			
CHEMISTRY									15600 1
MATHEMATICS				24260 4		21750 2			

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	21333 3		21563 7	24613 3		20232 3	23526 6		24474 7
BUSINESS ADMIN (INCL MGMT		21493 3	20500 2	24750 2		21711 3	19750 2	20000 1	30000 1
DISTRIBUTION MANAGEMENT			26000 1			22500 1			
ECONOM & FINANCE (BANKING			18500 2	22000 1		20483 7	22258 4		
HUMAN RSRCS (incl LABOR R							24500 1		
MANAGEMENT INFO SYSTEMS		23040 1	29400 1	28525 4	28900 1		28000 1		
MARKETING/MARK MGMT (RESR			20333 3	21160 3		22100 1	20000 1		27500 2
COMMUNICATIONS	10900 1		21125 4	20460 4	21500 2	35000 1		21250 2	19000 1
JOURNALISM	22000 1				16500 2				
ELEMENTARY EDUCATION					19359 44 27000/13250				
PRE-ELEMENTARY EDUCATION					21915 4				
PHYSICAL EDUCATION					18234 4			13440 1	
SPECIAL EDUCATION					24331 6				
FOREIGN LANGUAGES					17617 3				
LETTERS (incl English, Li					23452 4	27000 1			12700 2
VISUAL & PERFORMING ARTS				15750 2	20648 8			18600 1	18720 1
HUMANITIES - OTHER					21019 3			21500 2	
CRIMINAL JUSTICE					15013 1	12000 1	22833 15		
HISTORY					22000 1				
POLITICAL SCIENCE/GOVT						21333 3	18640 3		
PSYCHOLOGY					19833 3		13200 1	17067 3	16314 5
SOCIOLOGY							27000 1	19000 1	18636 3
SOCIAL SCIENCES-OTHER	15000 1		25000 1		20387 4	24000 2	17987 5		17750 2

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
AEROSPACE & AERONAUTICAL		30000 1				28364 6			
CHEMICAL		34700 2	24812 1	30000 1					
CIVIL		28800 1	25227 19	32179 8		25863 8	27770 38 35090/25000		
COMPUTER		28500 1		35000 1		38637 1	28500 1		
ELECTRICAL/ELECTRONIC		35480 6		33097 43 39000/31800		29038 11	31250 2		
INDUSTRIAL				32875 3		25042 2			
MECHANICAL		32625 4		31701 19		27715 7			
METALLURGICAL				50400 1			26000 1		
NUCLEAR				33200 2		26252 1	33500 1		
ENGINEERING TECHNOLOGY					31500 1			19500 1	
ANIMAL SCIENCES					18000 1	22200 1			
COMPUTER SCIENCE		31080 5	29400 1	33647 3		28985 3	23867 3		29000 1
COMPUTER PROGRAMMING			29400 1						
INFORMATION SCIENCES & SY				29500 1		20195 1			28000 2
ALLIED HEALTH					21940 2			26833 3	18000 1
HEALTH SCIENCES								23440 5	17500 1
NURSING							22175 1	24926 25 35000/20000	33555 2
ARCHITECTURAL & ENVIRONME					25000 2				
BIOLOGICAL		16000 1			21000 1			25000 1	
CHEMISTRY		23880 2			13039 2				
GEOLOGY & GEOLOGICAL SCI		21600 1				33000 1			
MATHEMATICS					19493 4		13650 1	22000 1	
PHYSICS						24000 1			

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING				25500 1		25000 2	31250 2	19500 1	28718 11
BUSINESS ADMIN (INCL MGMT							28783 6	18333 3	29090 9
DISTRIBUTION MANAGEMENT							29200 2		29500 1
ECONOM & FINANCE (BANKING					24180 1		29129 9	25800 1	29480 4
HUMAN RSRCS (incl LABOR R								27000 2	30000 1
MANAGEMENT INFO SYSTEMS					25410 6	31000 1			32452 5
MARKETING/MARK MGMT (RESR					23920 1		28080 5	20000 1	27083 12
ADVERTISING									23000 1
COMMUNICATIONS			15000 1	16645 1		21600 1	28100 2	20000 1	30000 1
JOURNALISM						13000 1			34000 1
TELECOMMUN/BROADCASTING							30000 2		30000 1
ELEMENTARY EDUCATION	15896 1								
PRE-ELEMENTARY EDUCATION	20000 1								
LETTERS (incl English, Li							38000 1		
VISUAL & PERFORMING ARTS			28000 1						
CRIMINAL JUSTICE			16000 1						
HISTORY			24000 1						
POLITICAL SCIENCE/GOVT			22000 1						22750 2
PSYCHOLOGY	17020 3		18275 10						32796 1
SOCIOLOGY	18000 1		16100 4						
SOCIAL SCIENCES-OTHER			22200 1	18000 1					
AEROSPACE & AERONAUTICAL					30558 24 32004/29496				
AGRICULTURAL						25000 2	33317 6		

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ARCHITECTURAL								27500 1	
CHEMICAL					35220 2	36320 5	35457 7		37004 138 41500/35820
CIVIL					29500 1		29947 3	30200 6	34776 1
COMPUTER					31070 2				33292 3
ELECTRICAL/ELECTRONIC					31677 26 35100/30160		33948 36 37200/32300		36242 11
INDUSTRIAL					24000 1		32907 20 40000/31000	34530 2	34195 12
MECHANICAL					31114 25 36000/29000	34276 5	33361 88 38500/31000	41400 1	35933 31 38600/34200
METALLURGICAL							34900 3		
MINING (INCL GEOLOGICAL)							26400 1		
ENGINEERING TECHNOLOGY					29738 8		28667 3	27525 4	
INDUSTRIAL TECHNOLOGY					31200 1		25200 4		
AGRIBUSINESS	22000 1					23250 4			
ANIMAL SCIENCES	25000 1					18875 8			
PLANT SCIENCES						20000 1			
COMPUTER SCIENCE					28052 10		28450 4		33879 6
COMPUTER PROGRAMMING	20238 1								
INFORMATION SCIENCES & SY							28800 4		32944 8
HEALTH SCIENCES				20000 1					
ARCHITECTURAL & ENVIRONME								19500 1	
BIOLOGICAL						26000 1			20000 1
CHEMISTRY									30427 16
MATHEMATICS							31200 1		

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	31607 7	28424 9	29050 5	28000 1	18600 2		29500 1	25000 2	28380 25 35000/27000
BUSINESS ADMIN (INCL MGMT	28333 3	27629 7	28308 13	32000 1	20950 4		27900 2		29750 2
DISTRIBUTION MANAGEMENT		33800 1							
ECONOM & FINANCE (BANKING	28125 4	28929 7	32000 1	26313 4	27000 1		23800 2	25400 2	30699 5
HUMAN RSRCS (incl LABOR R							23000 1		25750 2
MANAGEMENT INFO SYSTEMS	29975 2	28008 1	28000 2	33000 1		27600 1	29800 2		
MARKETING/MARK MGMT (RESR	26270 10	24513 4	26488 10	24080 5			27000 3	24563 4	30000 1
ADVERTISING				25000 1	25000 1				
COMMUNICATIONS			27000 1	18000 1					
JOURNALISM			22050 2						
TELECOMMUN/BROADCASTING			25500 1						
TEXTILES & CLOTHING	26000 1								
VISUAL & PERFORMING ARTS	19600 1								
HUMANITIES - OTHER			20000 1	11500 1					
CRIMINAL JUSTICE								22000 1	
POLITICAL SCIENCE/GOVT			24500 1						
PSYCHOLOGY									24504 1
SOCIAL SCIENCES-OTHER						12584 1			
AEROSPACE & AERONAUTICAL	29750 2			37500 2	23040 1				35700 2
AGRICULTURAL			33600 1						30000 1
BIOENGINEERING & BIOMEDIC		32000 1							
CHEMICAL		33080 3	37078 24 40250/35000	38180 10	36000 2		31667 3	36757 7	38465 83 43000/36000
CIVIL		31800 2			28703 6	32220 3	35500 1	34800 1	34164 11

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
COMPUTER	36104 10	34416 9						31800 1	34533 3
ELECTRICAL/ELECTRONIC	34271 19	33014 51 38700/31000	34350 2	37417 3	34973 10	38000 1	37500 1	36980 10	36671 17
INDUSTRIAL	32790 2	32299 17	33497 6	33000 1	33531 7	35400 1	30000 1	33800 5	
MECHANICAL		33399 39 37500/31000	34873 15	36660 10	32346 26 36000/28500		33367 6	36354 13	37342 55 54487/33500
METALLURGICAL		31750 2			33876 18			34800 2	
MINING (INCL GEOLOGICAL)						33591 5			33900 1
NUCLEAR		35400 2							
PETROLEUM									40375 8
ENGINEERING TECHNOLOGY		29400 4			27250 2			31000 1	34000 1
INDUSTRIAL TECHNOLOGY			32000 1						
AGRIBUSINESS									32000 1
ANIMAL SCIENCES			27000 1						
OTHER AGRICULTURAL SCIENC			19700 3						
COMPUTER SCIENCE	30201 13	32712 20 34890/31000	31500 1	34800 1	32400 1		31950 2	32400 2	34000 10
INFORMATION SCIENCES & SY	31733 6	30500 2							29533 6
BIOLOGICAL								21792 1	
CHEMISTRY			30000 1						
GEOLOGY & GEOLOGICAL SCI									39500 1
PHYSICS									33600 1

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING				12000 1		26000 1	20433 6
BUSINESS ADMIN (INCL MGMT	22900 1		26258 3		16667 3	22000 1	21667 6
ECONOM & FINANCE (BANKING	23750 2			26100 1	31000 1	16000 1	22133 3
MANAGEMENT INFO SYSTEMS			31700 2				
MARKETING/MARK MGMT (RESR	24700 3		27000 2	21600 1	26767 3	26000 1	22146 13
ADVERTISING							19500 1
COMMUNICATIONS						28500 1	18167 3
JOURNALISM						18000 1	19360 3
PRE-ELEMENTARY EDUCATION							18000 1
VISUAL & PERFORMING ARTS							24000 1
HISTORY							25000 1
POLITICAL SCIENCE/GOVT	35000 1						21000 2
PSYCHOLOGY						24000 1	19000 1
SOCIOLOGY	22000 1						14000 1
AEROSPACE & AERONAUTICAL							24000 1
BIOENGINEERING & BIOMEDIC			30000 1				
CHEMICAL			38400 1	36940 1			36300 1
CIVIL						28080 1	28933 3
ELECTRICAL/ELECTRONIC						33933 3	31589 9
ENIVRONMENTAL ENGINEERING	33000 1						
INDUSTRIAL	33000 1			30500 1		32353 8	29000 2
MECHANICAL		35000 1	33783 3	33600 1		36450 2	32077 13
METALLURGICAL				31550 2			

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ENGINEERING TECHNOLOGY	23530 2		37500 1				27000 2
INDUSTRIAL TECHNOLOGY							16000 2
ANIMAL SCIENCES							14400 1
PLANT SCIENCES							19333 3
NATURAL RESOURCES							18140 2
COMPUTER SCIENCE		30000 1	28300 2				30360 2
COMPUTER PROGRAMMING					24000 1		
CHEMISTRY						33180 1	

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	27817 545 38500/25000	20188 20 31500/13500	22100 1	24562 43 40000/20000	20500 11	22031 20 35000/15000	24279 19	26063 36 31000/22000	20527 6
BACHELOR - TECHNICAL	27950 6			28704 1		33094 34 39200/29500	27966 42 36500/23000	30440 131 38500/27500	29671 38 42000/25000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	21802 41 36000/16000	17894 9	21853 17	24057 101 34000/20000	16476 5	21337 175 45000/16500	20500 3	23000 4	19162 15
BACHELOR - TECHNICAL	27955 9		22500 1	25908 20 35040/22000		24219 17			23150 4

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	18650 6	21880 4	21659 21 29400/16000	22961 19	20181 90 36415/14800	21731 23 35000/16973	21768 40 37000/17600	18885 11	20517 24 34000/15000
BACHELOR - TECHNICAL		30868 24 39200/21600	25588 22 29400/24144	32851 82 50400/29500	20648 13	27717 43 38637/24000	27358 48 35090/24752	24649 36 35000/19500	26801 7

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	17493 6		18718 20 32000/14400	20048 3	25070 8	23120 5	29323 29 38000/26500	21589 9	28754 50 34776/23000
BACHELOR - TECHNICAL	22413 3			20000 1	30705 100 38400/28560	26653 26 37600/18000	32956 180 40000/29640	29917 15	35849 227 41500/32000

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	28107 28 35000/26000	27985 29 33800/24500	27222 37 35500/24240	24877 15	21625 8	20092 2	26955 11	24561 9	28569 36 36000/26000
BACHELOR - TECHNICAL	33082 52 42000/28600	32941 152 38700/30840	34470 55 40250/31200	37165 27 40000/34800	32731 73 37200/28860	33802 10	33007 14	35407 43 39000/33000	37133 201 54487/33000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	25188 8		28025 7	19900 3	23043 7	22929 7	
BACHELOR - TECHNICAL	28265 4	32500 2	32981 8	32828 5	24000 1	32985 15	

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	27841 551 38500/25000	25164 114 35200/18000	-	28000 1	23000 1				26781 15
BUSINESS ADMIN (INCL MGMT	22040 3	21583 6	20500 2	14940 2					26204 12
ECONOM & FINANCE (BANKING	30467 9	27291 11	25000 1	25185 11	21000 1		20000 1	24000 1	26554 32 36000/21600
MANAGEMENT INFO SYSTEMS									29100 2
MARKETING/MARK MGMT (RESR		20550 2						24000 1	18000 1
ADVERTISING				21000 1					36000 1
COMMUNICATIONS		19000 2		19323 2					
JOURNALISM		16500 4							
POLITICAL SCIENCE/GOVT		35000 1	22000 1	22000 1					
PSYCHOLOGY									22000 1
SOCIAL SCIENCES-OTHER		15000 1							
CIVIL								29000 1	
COMPUTER SCIENCE	24000 1								
INFORMATION SCIENCES & SY	26500 2								
MATHEMATICS				11440 1					

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING		27996 1	21700 2						
BUSINESS ADMIN (INCL MGMT		24176 11	20938 4						
ECONOM & FINANCE (BANKING		22600 8	20462 6						
MARKETING/MARK MGMT (RESR	18000 1	24667 3	16000 1						
ADVERTISING							26667 3		21000 2
COMMUNICATIONS		27100 2	23500 2	17250 2	28800 1		22773 6	20925 8	20550 2
JOURNALISM			21750 2	12584 1		14969 4	10700 1	19750 4	17240 5
TELECOMMUN/BROADCASTING						11960 1	25000 1		
FOREIGN LANGUAGES			21600 1						
LETTERS (incl English, Li		24000 1						19000 1	15 1
VISUAL & PERFORMING ARTS				16050 2			15838 4		
HUMANITIES - OTHER		26000 3		12480 1					
CRIMINAL JUSTICE		20000 1						15013 1	
HISTORY				25000 1					
POLITICAL SCIENCE/GOVT			22200 1	26000 1					17000 1
PSYCHOLOGY		14700 1			35000 1			17000 1	
SOCIOLOGY			21000 1						
SOCIAL SCIENCES-OTHER			23500 1						
INDUSTRIAL			25000 1						
MECHANICAL							35583 6		
METALLURGICAL							33000 1		
ENGINEERING TECHNOLOGY				25020 3					
AGRIBUSINESS								22000 1	

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
COMPUTER SCIENCE			11520 1						
ACTUARIAL		17500 1							
CHEMISTRY									15600 1
MATHEMATICS	15000 1								

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING			20000 1				26000 2	25206 2	19174 4
BUSINESS ADMIN (INCL MGMT		24715 5	24188 8	28750 6	20500 2	26696 5	24494 17		
DISTRIBUTION MANAGEMENT				29625 4		29200 1			
ECONOM & FINANCE (BANKING			22583 3		23650 2		23520 23 40000/16000	20165 3	22512 2
HUMAN RSRCS (incl LABOR R							25000 1		
MANAGEMENT INFO SYSTEMS							28000 1		
MARKETING/MARK MGMT (RESR		28500 2	23295 22 28000/20000		20317 6	17000 1	25607 83 45000/22750	20000 1	22100 1
ADVERTISING	18750 2						22844 9		
COMMUNICATIONS	21000 1	18050 2	18000 1				23440 10		
JOURNALISM	19333 3	20793 2	22000 3				28250 2		
TELECOMMUN/BROADCASTING			22500 1				26167 3		
HUMAN ECOLOGY (HOME ECONO							15300 1		
TEXTILES & CLOTHING			18720 10				26000 1		
MERCHANDISING MANAGEMENT			23125 8						
FOREIGN LANGUAGES					31500 1				
LETTERS (incl English, Li							24000 2	27000 1	
VISUAL & PERFORMING ARTS		13645 1					11500 1		
HUMANITIES - OTHER		11500 1	19500 1				40000 1		
CRIMINAL JUSTICE							22000 1	19998 2	20900 1
HISTORY		19500 2					16000 1		
POLITICAL SCIENCE/GOVT		17500 1					24888 4	16133 6	24000 1
PSYCHOLOGY			21300 1		21000 1		22332 3		
SOCIOLOGY			19200 1				20800 2		

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
SOCIAL SCIENCES-OTHER		20000 1		25000 1				17160 2	
AEROSPACE & AERONAUTICAL							37400 1		
CHEMICAL		38500 1		34500 1			36900 1		
CIVIL					36100 1				
ELECTRICAL/ELECTRONIC							29417 6		
INDUSTRIAL			30840 1				31000 8		
MECHANICAL		34500 1			32500 1		32745 15		
ENGINEERING TECHNOLOGY							32000 1		
AGRIBUSINESS							23500 2		
ANIMAL SCIENCES			27000 1				22000 2		
PLANT SCIENCES							12480 1		
COMPUTER SCIENCE					29000 1				
INFORMATION SCIENCES & SY							31500 1		
BIOLOGICAL			19500 2				22500 2		
CHEMISTRY							30855 4		
MATHEMATICS			22000 1						

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT									26700 1
DISTRIBUTION MANAGEMENT			22500 1						
ECONOM & FINANCE (BANKING	17600 1								
HUMAN RSRCS (incl LABOR R									23000 1
COMMUNICATIONS			35000 1						26500 1
HUMANITIES - OTHER		25000 1							
CRIMINAL JUSTICE		22912 12	12000 1	23000 1					
POLITICAL SCIENCE/GOVT			22000 1						
PSYCHOLOGY		21000 1							
SOCIOLOGY		25000 2							
SOCIAL SCIENCES-OTHER		16000 1	24000 2		17614 1			17680 2	
AEROSPACE & AERONAUTICAL							29457 10		31300 8
AGRICULTURAL							33100 3		
ARCHITECTURAL							28887 3		
CHEMICAL							37002 7	37180 5	37234 19
CIVIL							28169 85 37400/24752	28423 11	31500 4
ELECTRICAL/ELECTRONIC		32300 1	37500 1				33446 20 38000/30500		33989 53 38400/30680
ENIVRONMENTAL ENGINEERING									33000 1
INDUSTRIAL									33321 59 40000/31000
MECHANICAL							33503 50 41400/30680	35000 1	34623 126 38600/32000
METALLURGICAL							35200 1		33641 15
MINING (INCL GEOLOGICAL)								28700 4	33900 1
NUCLEAR									32500 1

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
PETROLEUM									40000 1
ENGINEERING TECHNOLOGY							26233 6		30713 8
INDUSTRIAL TECHNOLOGY							21067 3		25000 2
ANIMAL SCIENCES			22200 1						
CHEMISTRY								32000 1	
GEOLOGY & GEOLOGICAL SCI			33000 1					21333 3	
MATHEMATICS					13650 1				

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	28600 3		32000 1		33000 1				
AEROSPACE & AERONAUTICAL			26252 1	29500 1	31813 3	30207 3			30617 13
AGRICULTURAL					38100 1	29667 3		28500 1	33600 1
BIOENGINEERING & BIOMEDIC			32000 1						30000 1
CHEMICAL					37557 35 41500/35820		37367 178 43000/35820	36600 20 39400/34000	36519 24 41000/35000
CIVIL	33600 1	27351 2				29500 2		28767 13	29300 29 36000/26700
COMPUTER	30667 3		32957 6	36678 10	32250 2			33000 2	33642 8
ELECTRICAL/ELECTRONIC	33036 9	32933 37 39000/31276	33895 11	34063 32 37300/31500	32880 14	31567 13	35750 2	34227 23 42000/31750	33435 69 40800/29700
INDUSTRIAL		31500 1					24000 1	36000 1	32518 22 37080/30500
MECHANICAL	33167 3	32916 11	34200 1	31460 1	34958 20 39500/30400	36000 6	38171 7	34193 47 45000/29800	32669 79 54487/28000
METALLURGICAL		50400 1			33784 5			33267 3	34040 3
MINING (INCL GEOLOGICAL)						27500 2		31500 2	33591 5
NUCLEAR		33700 2			32400 1	36000 1	34800 1		30126 2
PETROLEUM								40800 1	40314 7
ENGINEERING TECHNOLOGY				27500 1				26000 3	32125 4
COMPUTER SCIENCE	32690 14		31093 13		34250 2	20800 1		31720 1	30532 16
INFORMATION SCIENCES & SY	29500 1								
BIOLOGICAL					26000 1		21792 1		
CHEMISTRY					29654 4	27450 2	29647 3	28000 1	
GEOLOGY & GEOLOGICAL SCI								36250 2	
PHYSICS									33600 1

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	30000 1								
MARKETING/MARK MGMT (RESR	28000 1								
COMMUNICATIONS	15000 1								
PHYSICAL EDUCATION							13440 1		
LETTERS (incl English, Li									15000 1
HUMANITIES - OTHER									25000 1
PSYCHOLOGY			18700 1	12480 1			22090 1		16780 2
SOCIOLOGY									19000 1
CIVIL				29200 1					
COMPUTER								34000 1	
INDUSTRIAL		23832 1			31080 1				
ENGINEERING TECHNOLOGY			19500 1		37500 1				
COMPUTER SCIENCE									24000 1
ALLIED HEALTH			25375 4						20440 2
HEALTH SCIENCES			25750 2						20800 4
NURSING	32044 4			24912 23 31500/21000					11280 1
BIOLOGICAL			16000 1						25000 1
MATHEMATICS	22000 1								

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT	18500 1				20160 1	25476 5	31388 2		
ECONOM & FINANCE (BANKING					27000 1	30000 1	28200 1		
MANAGEMENT INFO SYSTEMS					27810 22 33600/25000	28692 11	30055 11		
MARKETING/MARK MGMT (RESR					27000 1				
COMMUNICATIONS		20000 1							
LETTERS (incl English, Li		10400 1							
VISUAL & PERFORMING ARTS	23360 2								
HUMANITIES - OTHER		18000 1							
CRIMINAL JUSTICE		20500 2		19500 2					
HISTORY		24000 1							
POLITICAL SCIENCE/GOVT	22000 1					28900 1			
PSYCHOLOGY	25000 2	16411 9		16708 6	17500 1		15500 1		
SOCIOLOGY	14400 1	20000 1		16977 4	19000 1				
SOCIAL SCIENCES-OTHER		17750 2		20600 2	25000 1				21000 1
AGRICULTURAL									25000 1
CHEMICAL						29000 1			
CIVIL					29500 1		30560 8		
COMPUTER					29868 10				
ELECTRICAL/ELECTRONIC					33167 3	33017 6	35367 3		
MECHANICAL					29500 1	32000 1			
METALLURGICAL									26000 1
ENGINEERING TECHNOLOGY					31500 1				
AGRIBUSINESS									26333 3

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ANIMAL SCIENCES									17878 9
PLANT SCIENCES									19500 4
NATURAL RESOURCES									18760 3
OTHER AGRICULTURAL SCIENC									19700 3
COMPUTER SCIENCE					28606 60 38000/22500	32349 21 35500/28200	29270 28 34800/25500		
COMPUTER PROGRAMMING					26428 5		24000 1		
INFORMATION SCIENCES & SY					29348 24 34750/26400	31500 1	31392 10		
SYSTEMS ANALYSIS							25000 1		
ACTUARIAL								27800 3	
GEOLOGY & GEOLOGICAL SCI									25000 1
MATHEMATICS					24933 3			34920 2	
PHYSICS					19000 1				

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		29200 5		24125 4					
BUSINESS ADMIN (INCL MGMT		26083 6	21740 5	21312 59 32000/17000					
DISTRIBUTION MANAGEMENT				24000 1					
ECONOM & FINANCE (BANKING		26556 18		22359 20 30000/17000					
HOTEL/RESTAURANT MGMT.				20643 7					
HUMAN RSRCS (incl LABOR R			26617 6						
MANAGEMENT INFO SYSTEMS		28500 5		19656 1					
MARKETING/MARK MGMT (RESR		28000 1		22598 34 31500/17500					
ADVERTISING				19167 3					
COMMUNICATIONS			22000 1	19142 6					
JOURNALISM			22000 1	21157 7					
TELECOMMUN/BROADCASTING				27667 3					
ELEMENTARY EDUCATION									19282 45 27000/13250
PRE-ELEMENTARY EDUCATION				18000 1					21532 5
PHYSICAL EDUCATION									18234 4
SPECIAL EDUCATION									24331 6
HUMAN ECOLOGY (HOME ECONO				19250 2					
TEXTILES & CLOTHING				23667 3					
MERCHANDISING MANAGEMENT				21450 10					
FOREIGN LANGUAGES		22100 1		20425 2					18500 2
LETTERS (incl English, Li				19000 5					23452 4
VISUAL & PERFORMING ARTS				18400 4					20648 8
HUMANITIES - OTHER				21767 3					21019 3

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
CRIMINAL JUSTICE						16000 1			
HISTORY				22000 1					
POLITICAL SCIENCE/GOVT				20429 7					
PSYCHOLOGY		18500 1	24504 1	18767 3					22000 1
SOCIOLOGY			14000 1	17500 5					
SOCIAL SCIENCES-OTHER				16292 2					20387 4
AEROSPACE & AERONAUTICAL		30000 1						30000 1	
CHEMICAL		38300 3						30500 2	
CIVIL		29917 6		34800 1					
ELECTRICAL/ELECTRONIC		28717 6		37500 1				33500 1	
INDUSTRIAL		29967 6		33475 3					
MECHANICAL		31200 2		35780 4				26252 1	34800 1
MINING (INCL GEOLOGICAL)		31525 4							
ENGINEERING TECHNOLOGY		29000 1		28000 2					
INDUSTRIAL TECHNOLOGY				27600 3					
AGRIBUSINESS				19875 2					
ANIMAL SCIENCES				25000 1					
COMPUTER SCIENCE		30700 11							
INFORMATION SCIENCES & SY		31917 6		30500 2					
HEALTH SCIENCES									20000 1
ARCHITECTURAL & ENVIRONME	25000 2		19500 1						
BIOLOGICAL									21000 1
CHEMISTRY								30380 5	13039 2

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
GEOLOGY & GEOLOGICAL SCI								21600 1	
MATHEMATICS				21500 1	31200 1				22177 3
PHYSICS									24000 1

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27652 563 38500/25000	24776 141 35200/17200	22000 4	23143 18	22000 2		20000 1	24000 2	26564 64 36000/20000
BACHELOR - TECHNICAL	25667 3			11440 1				29000 1	

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	18000 1	23859 31 34000/20200	21177 21 26500/16973	17833 8	31900 2	14367 5	21046 15	19828 15	18318 11
BACHELOR - TECHNICAL	15000 1	17500 1	18260 2	25020 3			35214 7	22000 1	15600 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	19417 6	21171 17	22208 60 28000/18000	28727 11	21892 12	25669 7	24700 168 45000/19000	19354 17	20969 9
BACHELOR - TECHNICAL		36500 2	23768 5	34500 1	32533 3		30122 44 37400/22500		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	17600 1	22762 17	23250 6	23000 1	17614 1			17680 2	25400 3
BACHELOR - TECHNICAL		32300 1	30900 3		13650 1		30499 188 41400/24912	29774 25 40000/25000	34072 298 41000/30360

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	28600 3		32000 1		33000 1				
BACHELOR - TECHNICAL	32567 31 38000/30000	33048 54 50400/31276	32341 33 36500/29380	34339 45 42000/31200	35073 88 41500/31400	31263 33 41500/25000	37096 193 44500/35400	33705 120 45000/28000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	24333 3		18700 1	12480 1			17765 2		
BACHELOR - TECHNICAL	30035 5	23832 1	23563 8	25091 24 31500/21000	34290 2			34000 1	

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	21660 7	17589 18		17740 14	26696 28 33600/23040	27883 18	29138 15		21000 1
BACHELOR - TECHNICAL					28764 109 38000/23000	32331 30 39200/27000	30060 51 38480/25500	30648 5	20371 25 30000/17500

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		26800 37 31000/25000	23394 15	21343 193 32000/16000		16000 1			20206 82 36415/14800
BACHELOR - TECHNICAL	25000 2	30939 46 38900/28500	19500 1	30095 20 37500/22000	31200 1			29477 11	21379 9

AVERAGE SALARY OFFERS MARCH 1991 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	32579 19			34500 2	52500 1			32233 3	
MBA--TECH					55800 5				

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH				22000 1					
MBA--TECH				32500 2					

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH	25000 2		33000 2						
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH		20000 1							40000 2
MBA--TECH									51600 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH		52000 1	39201 4	53000 1			43200 1	37000 1	35274 3
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH						30830 1	
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 3 April 1991

MIDWESTERN REGION (MCPA)

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago-Grad. School of Bus.
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College-Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Drake University
Eastern Michigan University
Emporia State College
Eureka College
Ferris State University
Grace College
Grand View College
Greenville College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois-Chicago
University of Illinois-Chemistry & Chem. Engrg.
University of Illinois- Commerce & Business
University of Illinois-Engineering
Indiana University
Indiana University-Northwest
Indiana University/Purdue University-Indianapolis
Iowa State University-Agriculture
Iowa State University-Bus., Sci. & Humanities
Iowa State University-Design
Iowa State University-Engineering
Iowa State University-Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa- Bus. / Lib. Arts / Engrg.
John Carroll University
Judson College
Kalamazoo College
University of Kansas-Arts
University of Kansas-Business
University of Kansas-Engineering
Kenyon College
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor-Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
University of Minnesota-Liberal Arts
Minot State University
University of Missouri-Columbia - Engineering
University of Missouri-Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
University of Notre Dame
Ohio Northern University
Ohio State University-Agriculture
Ohio State University-Arts & Science
Ohio State University-Business
Ohio State University-Engineering
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University- Carbondale
Southern Illinois University- Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Viterbo College
Walsh College of Accounting & Business
Washington University - Business
Washington University - Engineering
Wayne State University
Westmar College
University of Wisconsin-Eau Claire
University of Wisconsin-Green Bay
University of Wisconsin-Madison - Arts
University of Wisconsin-Madison - Business
University of Wisconsin-Madison - Engineering
University of Wisconsin-Platteville
University of Wisconsin-River Falls
University of Wisconsin-Stout
Wichita State University
College of Wooster
Wright State University
Youngstown State University

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Midwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (March 8, 1991 through April 5, 1991) and cumulatively (September 1, 1990, and April 5, 1991). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 3/8/91 THROUGH 4/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
BUSINESS														
ACCOUNTING	233	574	$27027	$26200	$30000	$28000	$22800	893	1888	$27341	$26675	$30500	$27500	$23500
BUSINESS ADMIN (INCL MGMT	65	158	25217	23583	32000	25000	19500	214	496	24047	23354	30000	24000	18000
DISTRIBUTION MANAGEMENT	+	1	+	24000				7	9	27743	27211	*	*	*
ECONOM & FINANCE (BANKING	127	237	27262	26242	32400	27500	22500	276	618	26063	25520	30500	26700	20000
HOTEL/RESTAURANT MGMT.	1	1	22000	22000	*	*	*	8	39	20813	21121	*	*	*
HUMAN RSRCS (incl LABOR R	+	7	+	22929				8	50	25963	23885	*	*	*
MANAGEMENT INFO SYSTEMS	33	101	27947	28043	31700	28000	24240	78	197	28484	28044	32000	28054	25500
MARKETING/MARK MGMT (RESR	81	215	25330	23554	28000	25850	20488	236	584	24592	23723	28400	24888	19500
REAL ESTATE	1	1	21000	21000	*	*	*	1	5	21000	20264	*	*	*
COMMUNICATIONS														
ADVERTISING	2	6	16500	18917	*	*	*	23	39	22287	21478	25000	22500	18000
COMMUNICATIONS	14	36	24972	21960	*	*	*	60	116	22157	21733	28800	22250	16000
JOURNALISM	7	15	24883	20531	*	*	*	45	66	20038	19422	27600	20000	14196
TELECOMMUN/BROADCASTING	5	8	23120	21650	*	*	*	14	22	24040	23109	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	19	36	20509	20006	*	*	*	48	198	19410	19963	23000	20788	13250
PRE-ELEMENTARY EDUCATION	1	6	22300	12967	*	*	*	6	27	20943	16647	*	*	*
PHYSICAL EDUCATION	2	5	21019	21978	*	*	*	5	21	17275	19120	*	*	*
SPECIAL EDUCATION	4	8	21950	20831	*	*	*	7	39	24155	22956	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	5	+	21100				3	12	17933	19392	*	*	*
TEXTILES & CLOTHING	2	5	20250	23600	*	*	*	16	27	20294	21241	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				18	24	22194	21388	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	2	+	23250				7	16	21864	21220	*	*	*
LETTERS (incl English, Li	3	10	22667	22641	*	*	*	20	58	20770	21734	28657	19500	13000
VISUAL & PERFORMING ARTS	+	5	+	23800				22	44	18459	19873	22700	18225	14000
HUMANITIES - OTHER	5	5	21360	21360	*	*	*	21	37	22126	21789	25000	21228	18250
SOCIAL SCIENCES														
CRIMINAL JUSTICE	6	9	19815	20455	*	*	*	26	39	20687	20759	25000	19500	15013
HISTORY	+	4	+	22000				6	25	21000	20629	*	*	*
POLITICAL SCIENCE/GOVT	4	14	22500	23030	*	*	*	32	66	21498	21998	27000	22000	17500
PSYCHOLOGY	5	21	24900	20416	*	*	*	45	83	19613	19250	24504	18700	13000
SOCIOLOGY	+	4	+	15878				20	38	18680	18943	22000	19100	14400
SOCIAL SCIENCES-OTHER	2	6	25500	21360	*	*	*	26	59	20101	19456	24000	19986	16000
ENGINEERING														
AEROSPACE & AERONAUTICAL	6	22	31046	30087	*	*	*	43	85	30454	30188	33674	30160	26252
AGRICULTURAL	+	6	+	30667				10	20	31350	31350	*	*	*
ARCHITECTURAL	1	9	30160	29804	*	*	*	3	33	28887	30709	*	*	*
BIOENGINEERING & BIOMEDIC	2	2	30000	30000	*	*	*	4	6	30500	27917	*	*	*
CHEMICAL	188	384	37562	37002	39700	38000	35500	354	812	37353	37178	39500	37600	35400
CIVIL	39	101	29713	30703	34800	30000	24056	187	434	28926	29764	33600	28800	24752
COMPUTER	8	28	30414	31593	*	*	*	42	87	33067	32126	36360	34000	27500
ELECTRICAL/ELECTRONIC	107	326	33735	33060	37500	34000	30420	364	875	33370	33049	37200	33600	29700

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				1	2	$33000	$29700	*	*	*
INDUSTRIAL	39	79	$33051	$32440	$35400	$34125	$29750	133	206	32594	32179	$35000	$33000	$29000
MECHANICAL	138	352	34144	33835	38000	34200	30000	443	1034	34060	33980	37800	34200	30250
METALLURGICAL	18	27	33202	33424	*	*	*	46	77	33707	33688	35520	33600	30000
MINING (INCL GEOLOGICAL)	+	4	+	31900				18	36	31153	31116	*	*	*
NUCLEAR	+	5	+	32160				8	13	32919	32627	*	*	*
PETROLEUM	+	29	+	35944				9	126	40333	38467	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	12	43	28045	26856	*	*	*	35	107	28723	27839	33600	29000	23060
INDUSTRIAL TECHNOLOGY	+	+	+	+				8	12	24500	26042	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	1	12	21100	21995	*	*	*	9	47	23206	22115	*	*	*
ANIMAL SCIENCES	1	3	27000	23000	*	*	*	14	23	19936	21528	*	*	*
PLANT SCIENCES	+	+	+	+				5	6	18096	21413	*	*	*
NATURAL RESOURCES	+	3	+	21133				3	9	18760	21307	*	*	*
OTHER AGRICULTURAL SCIENC	+	3	+	22401				3	23	19700	25440	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	58	170	30324	30900	35000	29950	26000	214	470	30019	30258	34776	30000	25000
COMPUTER PROGRAMMING	1	5	28500	29440	*	*	*	6	17	26023	28914	*	*	*
INFORMATION SCIENCES & SY	18	26	30102	29499	*	*	*	65	127	30125	29020	33500	30000	27000
SYSTEMS ANALYSIS	+	1	+	24960				1	4	25000	22640	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	21943				6	59	23730	27774	*	*	*
HEALTH SCIENCES	+	3	+	20216				7	27	22100	21095	*	*	*
NURSING	4	19	27750	33294	*	*	*	28	56	25444	28054	31500	24500	20000
PHARMACY	+	+	+	+				+	27	+	39633			
SCIENCES														
ACTUARIAL	1	1	33240	33240	*	*	*	5	5	26828	26828	*	*	*
ARCHITECTURAL & ENVIRONME	+	5	+	27860				3	16	23167	26463	*	*	*
BIOLOGICAL	4	12	20875	17865	*	*	*	13	37	21330	20103	*	*	*
CHEMISTRY	17	24	28949	28572	*	*	*	28	47	27986	27716	33000	30000	19760
GEOLOGY & GEOLOGICAL SCI	1	8	21600	31450	*	*	*	8	22	27013	28525	*	*	*
MATHEMATICS	2	21	35500	29409	*	*	*	17	68	24645	26213	*	*	*
PHYSICS	+	7	+	28098				3	13	25533	28176	*	*	*
OTHER PHYSICAL & EARTH SC	+	1	+	26000				+	4	+	20637			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	1288	3249						4337	10014					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	189	440	$27952	$26922	$30000	$28000	$26000	722	1452	$27951	$27250	$31000	$28000	$25800
ACCOUNTING (PRIVATE)	50	146	24254	24583	29400	25600	18000	179	456	24958	24800	29500	26000	17280
COMMERCIAL BANKING (CNSMR	12	20	21700	22113	*	*	*	15	44	22093	21978	*	*	*
COMMERCIAL BANKING (LEMDG	25	27	25440	24981	28000	26000	22500	43	58	24233	24107	28000	25000	20000
INVESTMT BANKING (CORP FN	7	10	32143	29970	*	*	*	9	20	29889	27875	*	*	*
INVESTMT BANKNG (M & A)	1	1	33000	33000	*	*	*	1	2	33000	28500	*	*	*
INVESTMT BANKG (REAL EST)	+	+	+	+				1	4	20000	18875	*	*	*
INVESTMT BANKG (SALES & T	2	9	28250	22310	*	*	*	4	15	26125	22439	*	*	*
FINANCIAL/TREASRY ANALYS	37	75	29060	27348	33600	29000	25400	98	212	27538	26655	32500	28650	21000
PORTFOLIO MGMT/BROKERAGE	3	12	19667	20822	*	*	*	5	23	18400	21655	*	*	*
UNDERWRITING	11	27	25323	24899	*	*	*	41	82	24114	24056	27000	24000	20200
INSURANCE - CLAIMS	10	17	22588	22332	*	*	*	31	62	21715	22483	25000	23400	16973
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	5	+	18720				11	18	19793	19429	*	*	*
MEDIA PLANNING	1	3	28800	21100	*	*	*	2	5	31900	25460	*	*	*
REPORTING	+	3	+	13133				5	13	14367	14975	*	*	*
PRODUCTION	6	7	30467	29543	*	*	*	23	36	25826	24706	34000	26500	15000
PUBLIC RELATIONS	3	5	25293	21923	*	*	*	18	32	20711	19840	*	*	*
WRITING / EDITING	2	3	22150	19967	*	*	*	14	22	18671	19864	*	*	*
MARKETING														
ADVERTISING	3	6	22333	19917	*	*	*	9	20	20389	20465	*	*	*
BRAND/PRODUCT MANAGEMENT	4	44	30250	24185	*	*	*	21	85	23210	23932	28300	23275	15000
BUYER/MERCHANDISING	24	36	24788	24572	30000	24000	21000	87	126	22933	23303	28000	23000	18000
DISTRIBUTION	6	12	26173	25337	*	*	*	16	34	27846	26362	*	*	*
MARKET RESEARCH	5	14	19300	24264	*	*	*	18	46	23211	24914	*	*	*
PURCHASING	1	5	37020	26844	*	*	*	8	20	27088	25270	*	*	*
SALES	77	183	27300	24974	33000	27000	22500	276	586	26122	25102	32400	26000	20000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	1	1	20000	20000	*	*	*	18	20	19390	19876	*	*	*
FINANC,TAXA, MONETARY POL	3	10	24674	24853	*	*	*	11	47	21974	23040	*	*	*
ECONOMIC PROGRAMS	+	4	+	22198				1	7	17600	22056	*	*	*
LAW ENFORCEMENT	4	12	22972	23399	*	*	*	19	32	23434	23152	*	*	*
MILITARY	1	4	37500	26625	*	*	*	9	28	25800	23817	*	*	*
NATIONAL SECURITY	+	+	+	+				1	7	23000	20229	*	*	*
URBAN / REGIONAL PLANNING	+	2	+	21720				2	8	15632	19104	*	*	*
ENGINEERING														
BIOENGINEERING	2	2	30000	30000	*	*	*	2	6	30000	26333	*	*	*
DESIGN / CONSTRUCT	51	149	30378	30257	34230	30840	24752	211	502	30455	30779	36000	30160	24812
ENVIRONMENTAL/SANITATION	6	18	34142	31854	*	*	*	27	87	28878	30721	36000	29000	20800
MANUFACTURING/INDUSTRIAL	121	196	34562	33948	37800	34500	32000	368	579	33975	33800	37500	34200	30200
SYSTEMS / PROGRAMMING	15	46	31185	32349	*	*	*	40	133	32292	32328	34890	33000	28000
POWER SYSTEMS	20	34	34619	34807	37020	34250	32000	66	123	33341	33179	36300	33500	31380
SOFTWARE DESIGN & DEVELOP	18	43	31122	32158	*	*	*	45	112	32142	32283	36000	32500	28860
HARDWARE DESIGN & DEVELOP	7	16	34213	32884	*	*	*	50	107	34311	33253	37000	34490	30420

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	33	67	$36145	$35220	$39200	$37000	$33000	99	203	$35035	$34006	$38400	$35520	$31400
TESTING	6	24	31394	29680	*	*	*	38	96	31317	30524	36400	31590	25000
PROCESS ENGINEERING	127	278	37582	37502	39600	38000	36000	232	651	37282	37560	39500	37600	35500
PROJECT ENGINEERING	66	217	34297	33411	38200	34950	29400	155	503	33955	34230	38500	34200	28000
OTHER ENGINEERING	66	307	33803	33141	38400	34900	28000	304	791	32979	32700	38000	33550	27600
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	4	28000	23125	*	*	*	8	19	27897	24503	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				1	2	23832	23916	*	*	*
MEDICAL TECHNOLOGY	1	3	19500	18343	*	*	*	9	29	23022	23854	*	*	*
NURSES / PERSONAL CARE	4	18	27750	32077	*	*	*	25	52	24586	27270	30000	24000	20000
OCCUPATIONAL THERAPY	1	2	37500	40750	*	*	*	2	18	34290	29866	*	*	*
PHARMACIST	+	+	+	+				+	28	+	39165			
PHYSICAL THERAPY	+	1	+	11648				2	4	17765	19045	*	*	*
RESPIRATORY THERAPY	+	1	+	28000				1	4	34000	33914	*	*	*
OTHER HEALTH RELATED	2	6	18250	24449	*	*	*	16	55	19589	24038	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	3	+	18000				7	18	21660	20218	*	*	*
COUNSELING	+	9	+	18655				18	43	17589	16696	*	*	*
FUNDRAISING / DEVELOPMENT	+	1	+	15240				+	1	+	15240			
SOCIAL WORK	3	10	17667	16940	*	*	*	15	33	17491	17176	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	53	130	28829	28713	33500	28000	24240	175	361	28515	28561	33700	28500	24000
INFORMATION SYSTEMS	27	54	29365	30247	31700	29200	27000	71	144	30300	29398	34500	30000	27000
SYSTEMS ANALYSIS & DESIGN	15	87	28216	29178	*	*	*	79	221	29576	29679	34700	29400	25500
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	1	3	33240	29747	*	*	*	6	11	31080	30680	*	*	*
AGRICULTURE/NAT'L RESOURC	+	6	+	18863				26	56	20395	21504	25000	20000	17500
ARCHITECTURE	+	2	+	27750				2	8	25000	26238	*	*	*
CONSULTING	56	87	29679	29310	34000	29000	26500	128	230	29359	28933	33500	29000	26000
HUMAN RESRCS /INDUS RELS	1	15	24200	20900	*	*	*	17	57	23212	22394	*	*	*
MANAGEMENT TRAINEE	60	169	23972	23850	33420	23000	19000	263	667	22495	22560	30000	22000	16500
MATH/STATISTICIANS	+	9	+	23633				1	20	31200	23651	*	*	*
PARALEGAL	+	2	+	17500				1	7	16000	18571	*	*	*
RESEARCHERS NON-TECHNICAL	1	5	21023	22405	*	*	*	1	7	21023	23860	*	*	*
RESEARCHERS - TECHNICAL	9	15	28896	27997	*	*	*	13	22	29401	28596	*	*	*
TEACHING	27	69	20567	20553	23050	21650	16640	95	382	20383	20506	23600	21100	14000
TOTALS	1288	3249						4337	10014					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MCPA REGIONAL Report No. 3 APRIL 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	9	42	$32444	$30421	*	*	*	18	159	$33406	$31213	*	*	*
MBA--NON-TECH	33	83	38287	38952	$50000	$36000	$27500	73	222	36241	35769	$50000	$35000	$27500
MBA--TECH	27	30	39299	38152	45000	40000	34000	35	49	41619	39026	52000	40250	34000
MS-BUSINESS	4	6	42881	39587	*	*	*	10	12	47544	45120	*	*	*
ECONOMICS & FINANCE (BANK	49	51	44273	43655	52000	46000	35000	78	84	43990	43268	52000	45900	35000
HUMAN RESOURCES (INCL LAB	10	15	45680	38488	*	*	*	10	19	45680	37222	*	*	*
MANAGEMENT INFORMATION SY	3	3	30000	30000	*	*	*	3	10	30000	32720	*	*	*
MARKETING/MKTNG MGT (RESE	35	36	46278	46381	53500	45000	37200	47	50	46233	46019	53500	46000	37200
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	+	+	+				1	6	30960	27460	*	*	*
JOURNALISM	+	+	+	+				2	2	21500	21500	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	1	6	25000	21683	*	*	*	3	15	30846	24187	*	*	*
ELEMENTARY EDUCATION	+	2	+	25250				1	26	27000	24472	*	*	*
PHYSICAL EDUCATION	+	1	+	35000				+	4	+	24500			
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	1	4	24875	21319	*	*	*	1	9	24875	23896	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	12300				+	2	+	16650			
LETTERS	+	1	+	32500				+	4	+	23500			
VISUAL & PERFORMING ARTS	+	1	+	21000				+	2	+	21163			
HUMANITIES - OTHER	+	1	+	20004				3	4	35000	31251	*	*	*
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	1	1	16900	16900	*	*	*	8	9	23826	23945	*	*	*
SOCIOLOGY	+	1	+	20800				1	3	24000	24267	*	*	*
SOCIAL SCIENCES - OTHER	+	+	+	+				10	13	32508	30853	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	+	+	+				6	8	34770	35640	*	*	*
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	1	1	30000	30000	*	*	*	1	1	30000	30000	*	*	*
CHEMICAL	7	12	39654	38827	*	*	*	18	35	39560	39587	*	*	*

continued

MCPA REGIONAL Report No. 3 APRIL 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	3	6	$30667	$34617	*	*	*	39	64	$33841	$34902	$38200	$34000	$29580
COMPUTER	+	+	+	+				+	2	+	37400			
ELECTRICAL/ELECTRONIC	16	25	39449	38059	*	*	*	58	100	38940	38353	44000	39000	34500
INDUSTRIAL	3	7	35867	35639	*	*	*	12	20	36971	36193	*	*	*
MECHANICAL	23	39	38916	38484	$41500	$38400	$36500	51	105	39622	38121	44000	39000	35000
METALLURGICAL	1	1	36000	36000	*	*	*	8	17	37654	37896	*	*	*
MINING & MINERAL	1	1	34000	34000	*	*	*	12	14	33775	35007	*	*	*
NUCLEAR	+	+	+	+				2	2	37800	37800	*	*	*
PETROLEUM	1	3	47300	39567	*	*	*	1	23	47300	43687	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	1	3	23704	21962	*	*	*	1	3	23704	21962	*	*	*
HEALTH SCIENCES	9	10	26111	26000	*	*	*	10	13	26000	26231	*	*	*
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	27750				1	6	26000	26116	*	*	*
ARCHITECTURAL & ENVIRONME	+	1	+	28080				+	1	+	28080			
BIOLOGICAL	1	1	18700	18700	*	*	*	1	3	18700	22686	*	*	*
CHEMISTRY	5	5	34680	34680	*	*	*	6	7	34233	32486	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	8	19	38425	39726	*	*	*	37	70	36744	37334	43200	36400	30000
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	10	+	36222				1	25	25000	36393	*	*	*
MATHEMATICS (INCL ACTUARI	2	4	35500	29950	*	*	*	5	10	32000	28620	*	*	*
PHYSICS	+	+	+	+				+	3	+	27219			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	255	435						574	1241					

Master's Degree Candidates - Experience[1]

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 3/8/91 THROUGH 4/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	16	32	$49477	$47233	*	*	*	64	98	$47728	$45306	$57000	$50000	$32160
MBA--TECH	9	17	49278	49794	*	*	*	23	31	48130	48710	57000	50000	35000
OVER 2 TO 4 YEARS														
MBA--NON-TECH	48	73	51938	50025	$63600	$51800	$37500	80	133	52481	48700	65000	52000	37500
MBA--TECH	22	31	53241	52978	65000	54000	46500	47	60	55407	54414	70000	55000	45000
OVER 4 YEARS														
MBA--NON-TECH	18	35	49639	47809	*	*	*	45	100	50722	47425	65000	51000	35000
MBA--TECH	20	24	55190	55808	65000	54500	47000	34	54	54129	51693	70000	53500	47000
TOTALS	133	212						293	476					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	2	4	$49500	$54750	*	*	*	5	9	$49000	$54456	*	*	*
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				1	5	43000	37214	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	1	+	30000			
FOREIGN LANGUAGES	+	+	+	+				1	2	28000	36870	*	*	*
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				4	5	50000	50540	*	*	*
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	3	+	46027			
CHEMICAL	5	9	53348	53204	*	*	*	7	16	53314	52235	*	*	*
CIVIL	+	3	+	40332				3	6	42667	41499	*	*	*
COMPUTER	+	+	+	+				2	2	52250	52250	*	*	*
ELECTRICAL/ELECTRONIC	1	2	60000	58500	*	*	*	3	10	52000	56220	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				1	1	54000	54000	*	*	*
MECHANICAL	+	1	+	53760				3	4	43468	46041	*	*	*
METALLURGICAL	2	2	48600	48600	*	*	*	7	10	46663	46464	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				1	1	36000	36000	*	*	*
BIOLOGICAL	3	3	30333	30333	*	*	*	3	4	30333	31138	*	*	*
CHEMISTRY	33	34	49411	49370	$52440	$50000	$46800	45	49	48745	48533	$52800	$49140	$45000
GEOLOGICAL (INCL GEOPHYS)	+	3	+	52847				+	9	+	52871			
MATHEMATICS	+	+	+	+				4	6	39850	38483	*	*	*
PHYSICS	+	+	+	+				2	2	40000	40000	*	*	*
POLYMER	1	1	52200	52200	*	*	*	1	2	52200	52800	*	*	*
TOTALS	47	62						93	148					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	27893 687 38500/25500			27425 10	23500 2	22833 3		24456 5	27000 1
BUSINESS ADMIN (INCL MGMT	21120 1	30000 1		20723 8	18375 4		29667 3	28722 9	18000 1
ECONOM & FINANCE (BANKING	30833 15			25611 59 43000/21000	28143 7		23600 2	27567 33 37500/26000	21600 1
MANAGEMENT INFO SYSTEMS	28875 4					30003 2	28540 5	30567 9	
MARKETING/MARK MGMT (RESR	27000 1			23567 6	24000 1	27000 1	22500 2	24125 4	
REAL ESTATE				21000 1					
ADVERTISING		22333 6			21000 1	23400 4			
COMMUNICATIONS		19000 4		23000 3		23833 3	23500 3	26500 1	20000 1
JOURNALISM		17714 6		22000 1		17232 3	18333 3	22000 1	
TELECOMMUN/BROADCASTING						18480 2			
FOREIGN LANGUAGES		31500 1	22100 1						
LETTERS (incl English, Li				18000 1		19000 1		31000 1	
VISUAL & PERFORMING ARTS		13500 1							
HUMANITIES - OTHER		12480 1		40000 1					
HISTORY						24000 1	16000 1		
POLITICAL SCIENCE/GOVT				22000 2	16000 1	17000 1	28900 1	27000 1	
PSYCHOLOGY						35000 1			22000 1
SOCIAL SCIENCES-OTHER						20000 1	25000 1	20800 1	14560 1
AEROSPACE & AERONAUTICAL								31900 3	
ARCHITECTURAL									29580 2
CHEMICAL								34998 8	34000 1
CIVIL								28913 40 33000/27000	29381 22 36000/27000
COMPUTER						36500 2	25000 2	28833 3	30000 1

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ELECTRICAL/ELECTRONIC	34800 1					34950 16	30463 8	31151 24 37100/28500	31938 8
INDUSTRIAL						31767 3	31644 4	30180 10	32500 2
MECHANICAL							33750 2	32346 15	33093 8
METALLURGICAL									33000 1
MINING (INCL GEOLOGICAL)								30610 10	26400 1
NUCLEAR								33200 2	
PETROLEUM									40000 1
ENGINEERING TECHNOLOGY								29000 1	
AGRIBUSINESS								23000 1	
ANIMAL SCIENCES								21500 1	
COMPUTER SCIENCE	28675 4			29352 2		32094 15	27644 31 34800/24000	29948 25 38400/27500	
INFORMATION SCIENCES & SY	29429 7			30000 3		29148 5	26250 4	31718 11	
SYSTEMS ANALYSIS								25000 1	
ACTUARIAL								28000 1	
GEOLOGY & GEOLOGICAL SCI									24400 5
MATHEMATICS							27800 1	34800 1	
PHYSICS							19000 1		

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	23849 14	16500 1	25500 4	25433 27 29100/23000		20823 6	14000 1		20000 1
BUSINESS ADMIN (INCL MGMT	18871 7	24060 5	16500 2	24880 28 35000/21000		20854 45 28000/18000	22500 1		25000 1
DISTRIBUTION MANAGEMENT						24000 1			
ECONOM & FINANCE (BANKING	23189 19		22000 1	23774 30 30000/20000		22482 11			
HOTEL/RESTAURANT MGMT.		18375 4	23250 4						
HUMAN RSRCS (incl LABOR R				24700 1					
MANAGEMENT INFO SYSTEMS	28050 4			26846 10		26431 5			27300 1
MARKETING/MARK MGMT (RESR	18371 7		20000 1	24656 19		23400 60 45000/19500			27800 3
ADVERTISING	36000 1			25000 1		19375 4			15000 1
COMMUNICATIONS		18000 1		23520 5		21693 7			
JOURNALISM	25000 1			21750 2		23167 6			16236 8
TELECOMMUN/BROADCASTING			23000 2			21750 2			
HUMAN ECOLOGY (HOME ECONO				15300 1		19250 2			
TEXTILES & CLOTHING						19913 15			
MERCHANDISING MANAGEMENT						22194 18			
FOREIGN LANGUAGES				21600 1			25000 1		
LETTERS (incl English, Li	25000 1			24000 1		17200 5			14100 2
VISUAL & PERFORMING ARTS		15000 1				1[illegible]33 3			15248 2
HUMANITIES - OTHER	20000 1			26000 3		21360 5		25000 1	
CRIMINAL JUSTICE				20000 1	19833 3	13852 1		23000 1	
HISTORY						15000 1			
POLITICAL SCIENCE/GOVT	20500 2			22200 1	11440 2	21000 5		22000 1	26525 2
PSYCHOLOGY		12050 1	17000 1	24400 3		19321 7		21000 1	

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
SOCIOLOGY	20000 1		19250 2	19000 1		19400 2	14000 1	23000 1	
SOCIAL SCIENCES-OTHER				23500 1		21500 2			
COMPUTER				24000 1		26500 1			
ELECTRICAL/ELECTRONIC						26500 1			
INDUSTRIAL				25000 1					
MECHANICAL						33000 2			
ENGINEERING TECHNOLOGY									28000 1
AGRIBUSINESS						17750 1			
PLANT SCIENCES						12480 1			
NATURAL RESOURCES						20000 1			
COMPUTER SCIENCE	27860 10		22500 1	27028 11		26500 6			24500 2
COMPUTER PROGRAMMING				27000 1		27750 2			
INFORMATION SCIENCES & SY				28712 2					
ACTUARIAL				26535 4					
BIOLOGICAL						21200 5			
CHEMISTRY									15600 1
MATHEMATICS				24260 4		21750 2			

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	21333 3		21563 7	25788 5		20232 3	23526 6	23000 1	24474 7
BUSINESS ADMIN (INCL MGMT		21493 3	20500 2	24750 2		21287 5	21833 3	20000 1	30000 1
DISTRIBUTION MANAGEMENT			26000 1			22500 1			
ECONOM & FINANCE (BANKING			18500 2	24700 2		21048 8	22258 4		28000 3
HUMAN RSRCS (incl LABOR R							24500 1		
MANAGEMENT INFO SYSTEMS		23040 1	29400 1	28588 8	28900 1		28000 1		
MARKETING/MARK MGMT (RESR			20333 3	21160 3		22100 1	20000 1		32000 4
COMMUNICATIONS	10900 1		21125 4	20460 4	21500 2	28012 2		21250 2	19000 1
JOURNALISM	22000 1				16500 2				
ELEMENTARY EDUCATION					19484 47 27000/13250				
PRE-ELEMENTARY EDUCATION					21915 4				
PHYSICAL EDUCATION					18234 4			13440 1	
SPECIAL EDUCATION					24155 7				
FOREIGN LANGUAGES					17617 3				
LETTERS (incl English, Li					23452 4	27000 1			12700 2
VISUAL & PERFORMING ARTS				15750 2	20648 8			18600 1	18720 1
HUMANITIES - OTHER					21019 3			21500 2	
CRIMINAL JUSTICE					15013 1	12000 1	22833 15		
HISTORY					22000 1				
POLITICAL SCIENCE/GOVT						21333 3	18640 3		
PSYCHOLOGY					19833 3		13200 1	17067 3	16314 5
SOCIOLOGY							27000 1	19000 1	18636 3
SOCIAL SCIENCES-OTHER	15000 1		25000 1		20387 4	24000 2	17987 5		17750 2

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
AEROSPACE & AERONAUTICAL		30000 1				28216 7			
CHEMICAL		34700 2	24812 1	30000 1					
CIVIL		28800 1	25227 19	32179 8		25863 8	27511 45 35090/24752		
COMPUTER		28500 1		35000 1		38637 1	28500 1		
ELECTRICAL/ELECTRONIC		35480 6		32970 50 39000/31490		29698 18	31250 2		
INDUSTRIAL				32875 3		25042 2			
MECHANICAL		32625 4		31844 23 37800/29400		28298 10	30160 1		
METALLURGICAL				50400 1			26000 1		
NUCLEAR				33200 2		26252 1	33500 1		
ENGINEERING TECHNOLOGY					31500 1			19500 1	
ANIMAL SCIENCES					18000 1	22200 1			
COMPUTER SCIENCE		31080 5	29400 1	31485 4		28985 3	23867 3		29000 1
COMPUTER PROGRAMMING			29400 1						
INFORMATION SCIENCES & SY				29500 1		20195 1			29000 4
ALLIED HEALTH					21940 2			26833 3	18000 1
HEALTH SCIENCES								23440 5	17500 1
NURSING							22175 1	24926 25 35000/20000	33555 2
ARCHITECTURAL & ENVIRONME					25000 2				
BIOLOGICAL		16000 1			21000 1	28000 1		25000 1	
CHEMISTRY		23880 2	33000 1	31200 1	13039 2				
GEOLOGY & GEOLOGICAL SCI		21600 1				33000 1			
MATHEMATICS					19493 4		13650 1	22000 1	
PHYSICS						24000 1			

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING				25500 1	23500 1	24667 3	25625 4	19500 1	28561 16
BUSINESS ADMIN (INCL MGMT						27000 1	29633 11	18333 3	28631 10
DISTRIBUTION MANAGEMENT							29200 2		29500 1
ECONOM & FINANCE (BANKING	23000 1			26000 1	25840 2		29129 9	25800 1	30078 8
HUMAN RSRCS (incl LABOR R								27000 2	30000 1
MANAGEMENT INFO SYSTEMS					25410 6	31000 1			32452 5
MARKETING/MARK MGMT (RESR					23920 1		28679 8	28000 2	26231 13
ADVERTISING								18000 1	23000 1
COMMUNICATIONS			15000 1	16645 1		21600 1	28100 2	23740 2	30900 2
JOURNALISM						13000 1			29900 2
TELECOMMUN/BROADCASTING							30000 2		30000 1
ELEMENTARY EDUCATION	15896 1								
PRE-ELEMENTARY EDUCATION	20000 1								
LETTERS (incl English, Li							38000 1		
VISUAL & PERFORMING ARTS			28000 1						
HUMANITIES - OTHER							19800 1		
CRIMINAL JUSTICE			15000 2						
HISTORY			24000 1						
POLITICAL SCIENCE/GOVT			22000 1						22750 2
PSYCHOLOGY	17020 3		18275 10						32796 1
SOCIOLOGY	18000 1		16100 4						
SOCIAL SCIENCES-OTHER			22200 1	18000 1					
AEROSPACE & AERONAUTICAL					30558 24 32004/29496				

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
AGRICULTURAL						25000 2	33317 6		
ARCHITECTURAL								27500 1	
CHEMICAL					35220 2	36320 5	35600 8		37049 153 41500/35820
CIVIL					30500 2	37000 1	29947 3	29743 7	34776 1
COMPUTER					31070 2				33292 3
ELECTRICAL/ELECTRONIC					31973 32 35100/30420		33860 38 37200/32032		36055 12
INDUSTRIAL					24000 1		32970 22 40000/31000	34530 2	34188 15
MECHANICAL					31152 27 36000/29000	34276 5	33603 100 41280/31000	41400 1	35983 33 38600/34200
METALLURGICAL							34692 5		28800 1
MINING (INCL GEOLOGICAL)							26400 1		
ENGINEERING TECHNOLOGY					29738 8		29784 4	27525 4	
INDUSTRIAL TECHNOLOGY					31200 1		25200 4		
AGRIBUSINESS	22000 1					23250 4			
ANIMAL SCIENCES	25000 1					18875 8			
PLANT SCIENCES						20000 1			
COMPUTER SCIENCE			26000 1		28537 14		28450 4		33772 8
COMPUTER PROGRAMMING	20238 1								
INFORMATION SCIENCES & SY							28800 4		32839 9
HEALTH SCIENCES				20000 1					
ARCHITECTURAL & ENVIRONME								19500 1	
BIOLOGICAL			13500 1			26000 1			20000 1
CHEMISTRY									29831 19
MATHEMATICS							31200 1		33000 1

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING	31594	8	27582	10	28042	6	28000	1	22680	4	26500	1	29500	1	25000	2	28411 35000/27000	27
BUSINESS ADMIN (INCL MGMT	28333	3	27050	8	27806	17	25000	2	23840	5			27300	2	32000	1	29750	2
DISTRIBUTION MANAGEMENT			33800	1														
ECONOM & FINANCE (BANKING	28786	7	28442	12	28567	3	26313	4	27000	1	26500	1	23800	2	25400	2	30657	7
HUMAN RSRCS (incl LABOR R													23000	1			25750	2
MANAGEMENT INFO SYSTEMS	29975	2	28008	1	26667	3	33000	1			27600	1	29800	2	30000	1		
MARKETING/MARK MGMT (RESR	26427	11	24513	4	25589 35500/24240	22	24733	6					27000	3	25143	7	28500	2
ADVERTISING							25000	1	25000	1								
COMMUNICATIONS					27000	1	18000	1										
JOURNALISM					22050	2											29380	1
TELECOMMUN/BROADCASTING					25250	2												
TEXTILES & CLOTHING	26000	1																
VISUAL & PERFORMING ARTS	19600	1																
HUMANITIES - OTHER					20000	1	11500	1					25000	1				
CRIMINAL JUSTICE															22000	1		
POLITICAL SCIENCE/GOVT					24500	1												
PSYCHOLOGY																	24504	1
SOCIAL SCIENCES-OTHER							28000	1			12584	1						
AEROSPACE & AERONAUTICAL	29750	2					37500	2	23040	1							35700	2
AGRICULTURAL					33600	1											30000	1
BIOENGINEERING & BIOMEDIC			32000	1														
CHEMICAL			35060	4	37035 40250/35000	25	38118	11	36000	2			37000	9	36889	9	38626 46200/36000	106
CIVIL			32800	3					28703	6	32220	3	35500	1	34800	1	34375	12

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
COMPUTER	36104 10	34416 9						31800 1	34533 3
ELECTRICAL/ELECTRONIC	34518 20 39200/32448	33178 59 38700/31000	34350 2	36063 4	34503 15	38000 1	37500 1	36837 11	36715 20 39500/36000
INDUSTRIAL	32790 2	32643 21 37680/31200	33838 10	33313 4	33531 7	35400 1	30000 1	33625 8	34642 2
MECHANICAL		33525 43 37500/31000	34819 16	36660 10	32432 29 36000/28500		33143 7	36354 13	37436 70 54487/33600
METALLURGICAL		31750 2			33634 31 36000/32040			34800 2	
MINING (INCL GEOLOGICAL)						33591 5			33900 1
NUCLEAR		35400 2							
PETROLEUM									40375 8
ENGINEERING TECHNOLOGY		29400 4			27250 2			31000 1	34000 1
INDUSTRIAL TECHNOLOGY			32000 1						
AGRIBUSINESS									32000 1
ANIMAL SCIENCES			27000 1						
OTHER AGRICULTURAL SCIENC			19700 3						
COMPUTER SCIENCE —	30201 13	33171 23 44040/31820	31500 1	34800 1	32400 1		31950 2	32400 2	34836 14
INFORMATION SCIENCES & SY	31733 6	30500 2							29533 6
BIOLOGICAL								21792 1	
CHEMISTRY			30000 1						
GEOLOGY & GEOLOGICAL SCI									39500 1
MATHEMATICS									38000 1
PHYSICS									33600 1

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
ACCOUNTING							12000	1			26333	3	21567	9
BUSINESS ADMIN (INCL MGMT	22900	1	22000	1	26258 -	3			16667	3	22000	1	23543	7
ECONOM & FINANCE (BANKING	23750	2			29000	2	26100	1	28833	3	27500	4	22650	6
MANAGEMENT INFO SYSTEMS					31700	2							23000	1
MARKETING/MARK MGMT (RESR	25773	15			26333	3	21600	1	27580	5	26000	1	21860	15
ADVERTISING													19500	1
COMMUNICATIONS									24000	1	28500	1	18167	3
JOURNALISM											18000	1	22020	4
TELECOMMUN/BROADCASTING					12000	1			28800	2				
PRE-ELEMENTARY EDUCATION													18000	1
VISUAL & PERFORMING ARTS													24000	1
HISTORY													25000	1
POLITICAL SCIENCE/GOVT	35000	1											21000	2
PSYCHOLOGY									27500	1	24000	1	19000	1
SOCIOLOGY	22000	1											14000	1
AEROSPACE & AERONAUTICAL													24000	1
BIOENGINEERING & BIOMEDIC					30000	3								
CHEMICAL			38100	1	38400	1	36940	1			37667	3	36300	1
CIVIL											28080	1	28933	3
ELECTRICAL/ELECTRONIC											35025	4	31364	11
ENIVRONMENTAL ENGINEERING	33000	1												
INDUSTRIAL	33000	1					30500	1			32353	8	29000	2
MECHANICAL			35000	1	33783	3	33600	1	35400	1	36450	2	32395	16

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
METALLURGICAL				31550 2			
ENGINEERING TECHNOLOGY	23530 2		33500 2	25000 1			27000 2
INDUSTRIAL TECHNOLOGY							16000 2
AGRIBUSINESS							21100 1
ANIMAL SCIENCES							14400 1
PLANT SCIENCES							19333 3
NATURAL RESOURCES							18140 2
COMPUTER SCIENCE		30000 1	28300 2				30707 3
COMPUTER PROGRAMMING					24000 1		
CHEMISTRY						33180 1	

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	27950 708 38500/25800	20188 20 31500/13500	22100 1	25070 92 43000/21000	23656 16	22794 23 35000/15500	24729 21 32000/18000	27529 65 39000/25000	20527 6
BACHELOR - TECHNICAL	29625 12			29741 5		33040 41 39200/29300	28237 53 36500/24000	30476 157 38500/27000	30311 52 42000/25000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	22662 58 36000/16000	19642 13	21853 17	24567 136 37500/20000	16476 5	21618 213 45000/17000	18875 4	22800 5	19635 21 30000/13645
BACHELOR - TECHNICAL	27860 10		22500 1	26413 24 35040/23000		24238 22 33000/18000			23150 4

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS -	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	18650 6	21880 4	21659 21 29400/16000	24360 26 30000/18000	20248 94 36415/15000	21746 27 35000/16973	21871 41 37000/17614	19228 12	22394 29 48000/15000
BACHELOR - TECHNICAL		30868 24 39200/21600	25910 23 33000/24144	32689 95 50400/29400	20648 13	28205 55 38637/24000	27252 56 35090/24144	24649 36 35000/19500	27512 9

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	18279 7		18493 21 32000/14400	21536 4	25156 10	23800 7	28811 40 38000/26000	22982 12	28565 63 34776/24500
BACHELOR - TECHNICAL	22413 3		19750 2	20000 1	30830 113 38400/28560	27036 27 37600/18000	33134 200 41280/30000	29735 16	35744 256 41500/31900

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	28348 33 35000/26000	27594 36 33800/23520	26481 58 35500/24000	24842 18	23811 11	23296 4	26792 12	25771 14	28657 42 36000/26500
BACHELOR - TECHNICAL	33198 53 42000/28600	33184 173 44040/31000	34480 61 40250/31500	36663 32 40000/33000	32868 94 37200/29380	33802 10	34852 21 40500/31200	35359 49 39000/32000	37340 250 54487/33400

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	25700 20 35000/22900	22000 1	26470 11	19900 3	25567 15	25625 12	
BACHELOR - TECHNICAL	28265 4	34367 3	32123 11	31523 6	29700 2	34004 19	

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	32325 20 41000/27500	38000 1		34500 2	52500 1		43260 1	34588 8	
MBA--TECH			29120 1	55000 1	55800 5	41200 4	37767 3		

CURRICULUM	FINANCE	HOSPITALITY(AH	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	50000 1	40000 1		22000 1		35000 2			
MBA--TECH				33867 3					

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH	25000 2		33000 2			25000 1	22000 1		
MBA--TECH	40000 1			42300 1					

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH		20000 1					36600 5		44833 6
MBA--TECH							41250 4	33000 1	41733 3

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH		45333 3	37761 5	54500 2			43200 1	37000 1	35274 3
MBA--TECH	35000 2	40000 1	40500 1		40250 1			34000 1	41800 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH						30830 1	52000 1
MBA--TECH							

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	27935 702 38500/26000	25136 145 35200/18000		28000 1	23000 1				26781 15
BUSINESS ADMIN (INCL MGMT	22040 3	21583 6	20980 5	14940 2					26866 13
ECONOM & FINANCE (BANKING	30769 13	27678 18	24600 5	25384 34 28500/23000	30750 8	33000 1	20000 1	25750 2	28008 64 37500/24000
MANAGEMENT INFO SYSTEMS									29100 2
MARKETING/MARK MGMT (RESR	27000 1	20550 2	19500 3	28000 1				24000 1	18000 1
REAL ESTATE									21000 1
ADVERTISING				21000 1					36000 1
COMMUNICATIONS		19000 2	23000 1	19323 2					
JOURNALISM		16500 4							
POLITICAL SCIENCE/GOVT		35000 1	22000 1	22000 1					
PSYCHOLOGY									22000 1
SOCIAL SCIENCES-OTHER		15000 1							
CIVIL								29000 1	
COMPUTER SCIENCE	24000 1								
INFORMATION SCIENCES & SY	26500 2								
MATHEMATICS				11440 1					

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING		27996 1	21700 2						
BUSINESS ADMIN (INCL MGMT		24472 13	22608 8						
ECONOM & FINANCE (BANKING	18000 1	23608 12	21249 8						
MARKETING/MARK MGMT (RESR	18000 1	25142 6	21203 3						
ADVERTISING							26667 3		21000 2
COMMUNICATIONS		27100 2	23500 2	17250 2	28800 1		24063 7	21267 9	20550 2
JOURNALISM			21750 2	12584 1		14969 4	10700 1	21676 5	18643 7
TELECOMMUN/BROADCASTING						11960 1	25000 1		
FOREIGN LANGUAGES			21600 1						
LETTERS (incl English, Li		24000 1						19000 1	15200 1
VISUAL & PERFORMING ARTS				16050 2			15838 4		
HUMANITIES - OTHER		26000 3		12480 1					
CRIMINAL JUSTICE		20000 1						15013 1	
HISTORY				25000 1					
POLITICAL SCIENCE/GOVT	20500 2		22200 1	26000 1					17000 1
PSYCHOLOGY		14700 1			35000 1			17000 1	
SOCIOLOGY			21000 1						
SOCIAL SCIENCES-OTHER			23500 1						
INDUSTRIAL			25000 1						
MECHANICAL							35583 6		
METALLURGICAL							33000 1		
ENGINEERING TECHNOLOGY				25020 3					
AGRIBUSINESS								22000 1	

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
COMPUTER SCIENCE			11520 1						
ACTUARIAL		17500 1							
CHEMISTRY									15600 1
MATHEMATICS	15000 1								

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING			21000 2				23333 3	25206 2	19174 4
BUSINESS ADMIN (INCL MGMT		25179 6	26146 13	28318 8	20500 2	26696 5	25220 20 35000/20000	20000 1	
DISTRIBUTION MANAGEMENT				29625 4		29200 1			
ECONOM & FINANCE (BANKING			23938 4		23650 2		24399 28 40000/16000	20165 3	23341 3
HUMAN RSRCS (incl LABOR R							25000 1		
MANAGEMENT INFO SYSTEMS							28000 1		
MARKETING/MARK MGMT (RESR	24500 2	28000 3	23935 31 30000/20000	28000 1	19271 7	17000 1	26002 124 48000/23000	20000 1	22100 1
ADVERTISING	18500 3				15000 1		22844 9		
COMMUNICATIONS	21000 1	18050 2	18000 1				23948 12		
JOURNALISM	19333 3	20793 2	22000 3				28833 3		
TELECOMMUN/BROADCASTING			21750 2				24729 7		
HUMAN ECOLOGY (HOME ECONO							15300 1		
TEXTILES & CLOTHING			18609 11				26000 1		
MERCHANDISING MANAGEMENT			23125 8						
FOREIGN LANGUAGES					31500 1				
LETTERS (incl English, Li				13000 1			24000 2	27000 1	
VISUAL & PERFORMING ARTS		13645 1					11500 1		
HUMANITIES - OTHER		11500 1	19500 1				28267 3		
CRIMINAL JUSTICE							22000 1	19998 2	20900 1
HISTORY		19500 2					16000 1		
POLITICAL SCIENCE/GOVT		17500 1					24888 4	16133 6	24000 1
PSYCHOLOGY			19600 3		21000 1		26399 5		
SOCIOLOGY			19200 1				20800 2		

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
SOCIAL SCIENCES-OTHER		20000 1		25000 1			28000 1	17160 2	
AEROSPACE & AERONAUTICAL							37400 1		
CHEMICAL		38500 1		34500 1		37020 1	38050 2		
CIVIL					36100 1				
ELECTRICAL/ELECTRONIC							29417 6		
INDUSTRIAL			30840 1				31000 8		
MECHANICAL		34500 1			32500 1		32745 15		
ENGINEERING TECHNOLOGY					29500 1		32000 1		
AGRIBUSINESS							23500 2		
ANIMAL SCIENCES			27000 1				22000 2		
PLANT SCIENCES							12480 1		
COMPUTER SCIENCE					29000 1				
INFORMATION SCIENCES & SY							31500 1		
BIOLOGICAL			20250 4				22500 2		28000 1
CHEMISTRY							30855 4		
MATHEMATICS			22000 1				33000 1		

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT		26000 1							29650 4
DISTRIBUTION MANAGEMENT			22500 1						
ECONOM & FINANCE (BANKING	17600 1								
HUMAN RSRCS (incl LABOR R									23000 1
COMMUNICATIONS			35000 1						26500 1
HUMANITIES - OTHER		25000 1							
CRIMINAL JUSTICE		22912 12	12000 1	23000 1					
POLITICAL SCIENCE/GOVT			22000 1						
PSYCHOLOGY		21000 1							
SOCIOLOGY		25000 2							
SOCIAL SCIENCES-OTHER		16000 1	24000 2		17614 1			17680 2	
AEROSPACE & AERONAUTICAL							29457 10		31300 8
AGRICULTURAL							33100 3		
ARCHITECTURAL							28887 3		
BIOENGINEERING & BIOMEDIC						30000 2			
CHEMICAL							36627 8	37180 5	37315 21 41000/35820
CIVIL							28166 100 37400/24752	28423 11	32967 6
ELECTRICAL/ELECTRONIC		32300 1	37500 1				33718 23 38000/31460		34000 67 38400/30680
ENIVRONMENTAL ENGINEERING									33000 1
INDUSTRIAL									33399 70 40000/31200
MECHANICAL							33419 54 41400/30680	35000 1	34673 147 41280/31980
METALLURGICAL							35200 1		33565 26 36000/32040
MINING (INCL GEOLOGICAL)								28700 4	33900 1

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
NUCLEAR									32500 1
PETROLEUM									40000 1
ENGINEERING TECHNOLOGY							26233 6		30384 10
INDUSTRIAL TECHNOLOGY							21067 3		25000 2
ANIMAL SCIENCES			22200 1						
CHEMISTRY								32000 1	24000 1
GEOLOGY & GEOLOGICAL SCI			33000 1					21333 3	
MATHEMATICS					13650 1				

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	28600 3		32000 1		33000 1				
MANAGEMENT INFO SYSTEMS			27000 1						
AEROSPACE & AERONAUTICAL	27333 1		26252 1	29500 1	31813 3	30207 3			30617 13
AGRICULTURAL					38100 1	29667 3		28500 1	33600 1
BIOENGINEERING & BIOMEDIC			32000 1						30000 1
CHEMICAL		41000 1			37556 36 41500/35820	39700 1	37583 215 46200/36000	36787 23 42000/34800	36819 31 41000/35400
CIVIL	33600 1	27351 2			36700 1	29500 2		29284 14	29124 30 36000/26064
COMPUTER	30667 3		32957 6	36678 10	32250 2			33000 2	33642 8
ELECTRICAL/ELECTRONIC	32853 12	33114 43 39000/31380	33430 18	34063 37 39200/31200	33419 17	30921 15	35750 2	33660 32 42000/29000	33415 70 40800/29700
INDUSTRIAL		31500 1					26875 2	34836 8	32632 24 37080/30500
MECHANICAL	33167 3	33225 16	34200 1	31460 1	34583 24 39500/31235	35717 7	38171 7	34636 61 45000/30680	32937 87 54487/28000
METALLURGICAL		50400 1			33784 5			32450 4	32730 4
MINING (INCL GEOLOGICAL)						27500 2		31500 2	33591 5
NUCLEAR		33700 2			32400 1	36000 1	34800 1		30126 2
PETROLEUM								40800 1	40314 7
ENGINEERING TECHNOLOGY				27500 1				26000 3	32125 4
COMPUTER SCIENCE	33106 16		30967 16		34900 3	20800 1		31720 1	30532 16
INFORMATION SCIENCES & SY	29500 1								
BIOLOGICAL					26000 1		21792 1		
CHEMISTRY					29654 4	28700 3	29985 4	28000 1	
GEOLOGY & GEOLOGICAL SCI								36250 2	
PHYSICS									33600 1

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING									23000 1
BUSINESS ADMIN (INCL MGMT	30000 1								
MARKETING/MARK MGMT (RESR	28000 1								
COMMUNICATIONS	15000 1								
PHYSICAL EDUCATION							13440 1		
LETTERS (incl English, Li									15000 1
HUMANITIES - OTHER									25000 1
PSYCHOLOGY			18700 1	12480 1			22090 1		16780 2
SOCIOLOGY									19000 1
CIVIL				29200 1					
COMPUTER								34000 1	
INDUSTRIAL		23832 1			31080 1				
ENGINEERING TECHNOLOGY			19500 1		37500 1				
COMPUTER SCIENCE									24000 1
ALLIED HEALTH			25375 4						20440 2
HEALTH SCIENCES			25750 2						20800 4
NURSING	32044 4			24912 23 31500/21000					11280 1
BIOLOGICAL			16000 1						19250 2
MATHEMATICS	22000 1								

AVERAGE SALARY OFFERS APRIL 1991 NCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					13440 1	29000 1			
BUSINESS ADMIN (INCL MGMT	18500 1				20160 1	25476 5	31388 2		
ECONOM & FINANCE (BANKING					27500 2	28500 2	29000 2		
MANAGEMENT INFO SYSTEMS					27633 25 33600/24240	29239 25 32000/27360	28475 16		
MARKETING/MARK MGMT (RESR					26500 2				
COMMUNICATIONS		20000 1							
LETTERS (incl English, Li		10400 1							
VISUAL & PERFORMING ARTS	23360 2								
HUMANITIES - OTHER		18000 1							
CRIMINAL JUSTICE		20500 2		17667 3					
HISTORY		24000 1							
POLITICAL SCIENCE/GOVT	22000 1					28900 1			
PSYCHOLOGY	25000 2	16411 9		16708 6	17500 1		15500 1		
SOCIOLOGY	14400 1	20000 1		16977 4	19000 1				
SOCIAL SCIENCES-OTHER		17750 2		20600 2	25000 1				21000 1
AGRICULTURAL									25000 1
CHEMICAL						29000 1			
CIVIL					29500 1		30560 8		
COMPUTER					29868 10				
ELECTRICAL/ELECTRONIC					33167 3	33017 6	35367 3		
INDUSTRIAL					30000 1		29000 1		
MECHANICAL					29500 1	32000 1			
METALLURGICAL									26000 1

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ENGINEERING TECHNOLOGY					31500 1				
AGRIBUSINESS									26333 3
ANIMAL SCIENCES									17878 9
PLANT SCIENCES									19500 4
NATURAL RESOURCES									18760 3
OTHER AGRICULTURAL SCIENC									19700 3
COMPUTER SCIENCE					28979 81 48000/24000	31757 27 35500/27000	29217 33 34800/25500		
COMPUTER PROGRAMMING					26428 5		24000 1		
INFORMATION SCIENCES & SY					29538 34 34750/26880	30750 2	31392 10		
SYSTEMS ANALYSIS							25000 1		
ACTUARIAL								29160 4	
GEOLOGY & GEOLOGICAL SCI									25000 1
MATHEMATICS					24933 3		38000 1	34920 2	
PHYSICS					19000 1				

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		29375 8		24125 4					
BUSINESS ADMIN (INCL MGMT		27813 8	22150 6	21886 75 32000/17680					
DISTRIBUTION MANAGEMENT				24000 1					
ECONOM & FINANCE (BANKING		27103 34 33000/26000		22467 28 30000/17000					
HOTEL/RESTAURANT MGMT.				20813 8					
HUMAN RSRCS (incl LABOR R			26617 6						
MANAGEMENT INFO SYSTEMS		30214 7		19656 1					
MARKETING/MARK MGMT (RESR		28000 1		22484 42 31500/17500					
ADVERTISING				19167 3					
COMMUNICATIONS			22000 1	20294 8			21023 1		
JOURNALISM			22000 1	21789 9					
TELECOMMUN/BROADCASTING				27667 3					
ELEMENTARY EDUCATION									19410 48 27000/13250
PRE-ELEMENTARY EDUCATION				18000 1					21532 5
PHYSICAL EDUCATION									18234 4
SPECIAL EDUCATION									24155 7
HUMAN ECOLOGY (HOME ECONO				19250 2					
TEXTILES & CLOTHING				23500 4					
MERCHANDISING MANAGEMENT				21450 10					
FOREIGN LANGUAGES		22100 1		20425 2					18500 2
LETTERS (incl English, Li		31000 1		19833 6					23452 4
VISUAL & PERFORMING ARTS				18400 4					20648 8
HUMANITIES - OTHER				21217 6					21019 3

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
CRIMINAL JUSTICE						16000 1			
HISTORY				22000 1					
POLITICAL SCIENCE/GOVT		27000 1		20625 8					
PSYCHOLOGY		18500 1	24504 1	19575 4					22000 1
SOCIOLOGY			14000 1	17500 5					
SOCIAL SCIENCES-OTHER				18528 3					20387 4
AEROSPACE & AERONAUTICAL		30000 1						30000 1	
CHEMICAL		36780 5						30500 2	
CIVIL		30186 7		34800 1					
ELECTRICAL/ELECTRONIC		28717 6		37500 1				33500 1	
INDUSTRIAL		29680 10		33856 4					
MECHANICAL		30800 3		35780 4				26252 1	34800 1
METALLURGICAL				34520 3					
MINING (INCL GEOLOGICAL)		31525 4							
ENGINEERING TECHNOLOGY		29000 1		28000 2					
INDUSTRIAL TECHNOLOGY				27600 3					
AGRIBUSINESS				20283 3					
ANIMAL SCIENCES				25000 1					
COMPUTER SCIENCE		30981 16							
INFORMATION SCIENCES & SY		31031 13		30500 2					
HEALTH SCIENCES									20000 1
ARCHITECTURAL & ENVIRONME	25000 2		19500 1						
BIOLOGICAL									21000 1

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
CHEMISTRY								29980 7	13039 2
GEOLOGY & GEOLOGICAL SCI								21600 1	
MATHEMATICS				21500 1	31200 1				22177 3
PHYSICS									24000 1

AVERAGE SALARY OFFERS — APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT — Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION — CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 — 90th: 22080 / 10th: 18330 — PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27961 719 38500/25800	24958 179 35200/17280	22093 15	24537 42 28500/21000	29889 9	33000 1	20000 1	25167 3	27538 98 37500/21000
BACHELOR - TECHNICAL	25667 3			11440 1				29000 1	

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	19250 4	24280 40 34000/20200	21954 29 26500/16973	17833 8	31900 2	14367 5	21718 16	20635 17	18908 13
BACHELOR - TECHNICAL	15000 1	17500 1	18260 2	25020 3			35214 7	22000 1	15600 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	20389 9	21811 19	22929 80 34200/18000	27403 15	20764 14	25669 7	25270 230 48000/19800	19390 18	21372 10
BACHELOR - TECHNICAL		36500 2	22977 7	34500 1	31775 4	37020 1	30382 46 39200/22500		28000 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	17600 1	22942 18	23250 6	23000 1	17614 1			17680 2	28017 6
BACHELOR - TECHNICAL		32300 1	30900 3		13650 1	30000 2	30455 211 41400/24812	29774 25 40000/25000	34074 362 41280/30680

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	28600 3		29500 2		33000 1				
BACHELOR - TECHNICAL	32591 37 44040/29000	33341 66 50400/31380	32265 43 36500/29380	34311 50 42000/30420	35056 98 41500/31400	31317 38 41500/25000	37282 232 46200/35500	33955 155 45000/28000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	24333 3		18700 1	12480 1			17765 2		
BACHELOR - TECHNICAL	30035 5	23832 1	23563 8	25091 24 31500/21000	34290 2			34000 1	

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	21660 7	17589 18		17491 15	26292 34 33600/23040	28625 34 32000/27000	28185 21 35400/25500		21000 1
BACHELOR - TECHNICAL					29051 141 48000/24000	31839 37 39200/27000	30080 58 38480/25500	31080 6	20371 25 30000/17500

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		27695 62 39000/26000	23444 16	21658 238 32000/16000		16000 1	21023 1		20278 86 36415/14800
BACHELOR - TECHNICAL	25000 2	30923 66 38900/28500	19500 1	30462 25 37500/22000	31200 1			29401 13	21379 9

A3940-1,34-- -

College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 4 May 1991

MIDWESTERN REGION (MCPA)

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago-Grad. School of Bus.
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College-Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Drake University
Eastern Michigan University
Emporia State College
Eureka College
Ferris State University
Grace College
Grand View College
Greenville College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois-Chicago
University of Illinois-Chemistry & Chem. Engrg.
University of Illinois- Commerce & Business
University of Illinois-Engineering
Indiana University
Indiana University-Northwest
Indiana University/Purdue University-Indianapolis
Iowa State University-Agriculture
Iowa State University-Bus., Sci. & Humanities
Iowa State University-Design
Iowa State University-Engineering
Iowa State University-Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa- Bus. / Lib. Arts / Engrg.
John Carroll University
Judson College
Kalamazoo College
University of Kansas-Arts
University of Kansas-Business
University of Kansas-Engineering
Kenyon College
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor-Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
University of Minnesota-Liberal Arts
Minot State University
University of Missouri-Columbia - Engineering
University of Missouri-Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
University of Notre Dame
Ohio Northern University
Ohio State University-Agriculture
Ohio State University-Arts & Science
Ohio State University-Business
Ohio State University-Engineering
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University- Carbondale
Southern Illinois University- Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Viterbo College
Walsh College of Accounting & Business
Washington University - Business
Washington University - Engineering
Wayne State University
Westmar College
University of Wisconsin-Eau Claire
University of Wisconsin-Green Bay
University of Wisconsin-Madison - Arts
University of Wisconsin-Madison - Business
University of Wisconsin-Madison - Engineering
University of Wisconsin-Platteville
University of Wisconsin-River Falls
University of Wisconsin-Stout
Wichita State University
College of Wooster
Wright State University
Youngstown State University

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Midwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (April 5, 1991 through may 6, 1991) and cumulatively (September 1, 1990, and May 6, 1991). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 4/5/91 THROUGH 5/6/91

CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	137	273	$26877	$26609	$30000	$27480	$23800	1063	2304	$27263	$26667	$30000	$27500	$23500
BUSINESS ADMIN (INCL MGMT	43	94	24727	23730	30000	24360	19500	297	653	24274	23520	30000	24000	18000
DISTRIBUTION MANAGEMENT	4	5	26750	26340	*	*	*	11	14	27382	26900	*	*	*
ECONOM & FINANCE (BANKING	97	179	27766	27327	35000	28000	22000	381	880	26493	25814	32000	27000	21000
HOTEL/RESTAURANT MGMT.	+	10	+	21340				8	49	20813	21165	*	*	*
HUMAN RSRCS (incl LABOR R	+	4	+	24650				8	72	25963	24612	*	*	*
MANAGEMENT INFO SYSTEMS	4	27	28775	28819	*	*	*	83	248	28506	28407	31700	28100	25500
MARKETING/MARK MGMT (RESR	87	151	25077	24641	29000	25000	20500	340	793	24512	23825	28523	24504	19500
REAL ESTATE	1	1	24000	24000	*	*	*	2	6	22500	20887	*	*	*
COMMUNICATIONS														
ADVERTISING	+	3	+	18500				26	46	21869	20938	25000	21000	18000
COMMUNICATIONS	7	12	19849	19399	*	*	*	69	139	22100	21750	28800	22000	16400
JOURNALISM	2	7	25500	21989	*	*	*	51	81	20642	19955	27600	21000	15000
TELECOMMUN/BROADCASTING	15	17	25247	24658	*	*	*	29	39	24664	23784	30000	25000	20000
EDUCATION														
ELEMENTARY EDUCATION	7	19	20941	21121	*	*	*	59	227	19775	20080	23500	21000	14000
PRE-ELEMENTARY EDUCATION	+	+	+	+				6	27	20943	16647	*	*	*
PHYSICAL EDUCATION	1	4	23000	19900	*	*	*	6	25	16230	19245	*	*	*
SPECIAL EDUCATION	1	1	18807	18807	*	*	*	9	42	23154	22847	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	4	+	24550				3	16	17933	20681	*	*	*
TEXTILES & CLOTHING	12	12	21000	21000	*	*	*	28	52	20596	21721	24000	21000	16000
MERCHANDISING MANAGEMENT	1	7	19000	19343	*	*	*	19	31	22026	20926	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	22100				7	19	21864	21401	*	*	*
LETTERS (incl English, Li	3	10	19163	22377	*	*	*	26	77	20273	21725	27000	20750	12500
VISUAL & PERFORMING ARTS	2	6	17500	20417	*	*	*	25	51	18524	19979	22700	18000	14000
HUMANITIES - OTHER	8	9	22625	22433	*	*	*	33	50	23610	22832	32000	22000	18250
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	1	+	20000				27	41	21032	20966	28500	19500	15013
HISTORY	3	6	25500	23167	*	*	*	9	37	22500	22506	*	*	*
POLITICAL SCIENCE/GOVT	5	11	24520	22850	*	*	*	38	94	21741	22294	27050	22000	17000
PSYCHOLOGY	10	16	21150	22881	*	*	*	58	107	20065	19863	27500	19500	13200
SOCIOLOGY	2	4	23000	20336	*	*	*	23	46	19374	19830	23000	19200	14400
SOCIAL SCIENCES-OTHER	5	22	18876	24949	*	*	*	31	82	19903	20939	24000	20000	16000
ENGINEERING														
AEROSPACE & AERONAUTICAL	6	17	30405	30268	*	*	*	50	105	30479	30256	34000	30160	26252
AGRICULTURAL	8	14	30942	30224	*	*	*	18	35	31168	30669	*	*	*
ARCHITECTURAL	+	7	+	32179				7	44	28142	30659	*	*	*
BIOENGINEERING & BIOMEDIC	+	+	+	+				4	6	30500	27917	*	*	*
CHEMICAL	30	164	37806	37898	39300	37900	35400	429	1100	37453	37384	39600	37644	35400
CIVIL	45	131	28940	28864	34200	28800	24752	263	637	28964	29545	33984	28860	24752
COMPUTER	31	44	31230	31589	34512	32000	27332	78	144	32197	31891	36000	33250	26500
ELECTRICAL/ELECTRONIC	103	230	33807	33477	36600	34000	31000	515	1232	33505	33113	37000	33600	30000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/5/91 THROUGH 5/6/91

CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	2	+	$29250				1	4	$33000	$29475	*	*	*
INDUSTRIAL	49	60	$32833	32960	$35400	$33800	$28000	188	281	32648	32289	$35000	$33000	$29000
MECHANICAL	138	292	33954	34347	37500	34290	30000	640	1466	34053	34069	37800	34200	30000
METALLURGICAL	15	39	33746	33664	*	*	*	65	124	33672	33557	35520	33600	31000
MINING (INCL GEOLOGICAL)	1	3	25000	32000	*	*	*	19	39	30829	31184	*	*	*
NUCLEAR	1	2	27334	30417	*	*	*	9	15	32298	32332	*	*	*
PETROLEUM	+	28	+	40166				15	164	38908	38686	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	6	26	26945	29405	*	*	*	51	144	29800	28678	34000	29500	24000
INDUSTRIAL TECHNOLOGY	4	6	29750	30000	*	*	*	12	18	26250	27361	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	4	8	23500	24750	*	*	*	13	60	23296	22712	*	*	*
ANIMAL SCIENCES	1	4	19000	23000	*	*	*	15	27	19873	21746	*	*	*
PLANT SCIENCES	3	6	22000	19702	*	*	*	8	14	19560	20221	*	*	*
NATURAL RESOURCES	+	1	+	16300				3	11	18760	20005	*	*	*
OTHER AGRICULTURAL SCIENC	2	4	24500	19750	*	*	*	5	27	21620	24597	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	25	72	32222	32088	36000	33000	29300	250	585	30351	30469	34800	30920	25500
COMPUTER PROGRAMMING	1	2	18750	19375	*	*	*	7	21	24984	28173	*	*	*
INFORMATION SCIENCES & SY	11	15	28722	28829	*	*	*	76	142	29922	29000	33500	30000	27000
SYSTEMS ANALYSIS	2	2	31000	31000	*	*	*	3	6	29000	25427	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				17	72	27699	28058	*	*	*
HEALTH SCIENCES	+	5	+	17700				7	32	22100	20564	*	*	*
NURSING	10	10	26500	26500	*	*	*	45	89	26554	28349	35000	26000	21000
PHARMACY	+	1	+	44200				1	31	36000	39040	*	*	*
SCIENCES														
ACTUARIAL	1	1	31740	31740	*	*	*	9	9	29269	29269	*	*	*
ARCHITECTURAL & ENVIRONME	+	+	+	+				3	16	23167	26463	*	*	*
BIOLOGICAL	2	11	16450	22210	*	*	*	15	51	20679	21267	*	*	*
CHEMISTRY	2	4	25000	28355	*	*	*	41	64	27671	27625	33000	30000	20400
GEOLOGY & GEOLOGICAL SCI	+	3	+	26233				8	25	27013	28250	*	*	*
MATHEMATICS	9	28	30962	29868	*	*	*	26	113	26832	27503	35040	26250	20450
PHYSICS	+	1	+	27400				3	15	25533	29059	*	*	*
OTHER PHYSICAL & EARTH SC	+	1	+	28000				+	5	+	22109			
POLYMER SCIENCE	2	2	35250	35250	*	*	*	2	2	35250	35250	*	*	*
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	969	2162						5696	13323					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	96	184	$27436	$27139	$30000	$27500	$25110	838	1735	$27843	$27222	$31000	$28000	$25000
ACCOUNTING (PRIVATE)	29	79	26320	25617	29520	26100	24000	227	591	25296	25068	30000	26000	18000
COMMERCIAL BANKING (CNSMR	5	17	26000	23665	*	*	*	21	70	22781	22376	27000	22000	18000
COMMERCIAL BANKING (LENDG	22	27	23841	23876	27000	24000	22000	67	88	24175	24086	28000	24500	21000
INVESTMT BANKING (CORP FN	1	3	24000	26333	*	*	*	11	27	29091	28093	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				1	2	33000	28500	*	*	*
INVESTMT BANKG (REAL EST)	+	+	+	+				1	4	20000	18875	*	*	*
INVESTMT BANKG (SALES & T	+	2	+	32000				4	19	26125	23268	*	*	*
FINANCIAL/TREASURY ANALYS	26	64	29416	29466	33000	29000	25000	128	293	27824	27173	33000	28800	21600
PORTFOLIO MGMT/BROKERAGE	+	4	+	33250				5	29	18400	23416	*	*	*
UNDERWRITING	14	21	26643	25648	*	*	*	56	110	24762	24295	30000	24368	20200
INSURANCE - CLAIMS	5	12	22724	23658	*	*	*	40	80	22296	22813	26100	23200	16973
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	3	7	23000	21500	*	*	*	15	26	20582	20086	*	*	*
MEDIA PLANNING	+	2	+	15250				6	12	22133	20287	*	*	*
REPORTING	+	+	+	+				7	16	16977	16355	*	*	*
PRODUCTION	2	4	33690	26140	*	*	*	28	44	26281	24874	34000	27000	15000
PUBLIC RELATIONS	2	2	19720	19720	*	*	*	25	44	20785	20000	27000	20000	15600
WRITING / EDITING	1	5	26000	22700	*	*	*	16	28	19588	20589	*	*	*
MARKETING														
ADVERTISING	+	6	+	19067				11	31	19500	20474	*	*	*
BRAND/PRODUCT MANAGEMENT	4	13	24135	24645	*	*	*	29	109	23826	24319	30000	24000	15000
BUYER/MERCHANDISING	43	55	23249	23580	28000	23000	20000	135	196	23081	23447	28000	23000	19000
DISTRIBUTION	2	2	25500	25500	*	*	*	21	39	27673	26459	33000	29000	24000
MARKET RESEARCH	1	6	30000	27483	*	*	*	20	60	24130	25273	32500	22400	15000
PURCHASING	2	4	28750	28500	*	*	*	13	27	30708	27570	*	*	*
SALES	87	144	26579	25757	31200	26300	22000	383	796	26249	25314	32100	26000	20000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	2	5	22500	20600	*	*	*	20	26	19701	20328	25206	19600	12480
FINANC,TAXA, MONETARY POL	9	17	24862	23123	*	*	*	20	66	23274	22909	26214	21023	20195
ECONOMIC PROGRAMS	+	+	+	+				1	10	17600	21659	*	*	*
LAW ENFORCEMENT	1	2	17060	18530	*	*	*	22	37	24037	23362	32300	22000	18500
MILITARY	2	2	24917	24917	*	*	*	11	46	25639	23646	*	*	*
NATIONAL SECURITY	+	1	+	20000				1	8	23000	20200	*	*	*
URBAN / REGIONAL PLANNING	+	+	+	+				2	10	15632	19183	*	*	*
ENGINEERING														
BIOENGINEERING	+	+	+	+				2	6	30000	26333	*	*	*
DESIGN / CONSTRUCT	26	94	30101	30318	34200	29400	25000	271	677	30505	30702	36000	30000	24912
ENVIRONMENTAL/SANITATION	8	16	27463	29419	*	*	*	37	120	28868	30840	37500	29000	20000
MANUFACTURING/INDUSTRIAL	91	137	34453	34314	36900	34500	32000	502	789	34081	33890	37500	34200	31000
SYSTEMS / PROGRAMMING	19	34	31569	31754	*	*	*	62	182	31911	32263	34890	32000	28000
POWER SYSTEMS	9	27	33306	32981	*	*	*	82	164	33514	33185	36000	33500	31490
SOFTWARE DESIGN & DEVELOP	9	17	32631	32858	*	*	*	56	139	32269	32396	36000	32500	28860
HARDWARE DESIGN & DEVELOP	14	33	34834	34675	*	*	*	73	155	34200	33517	36720	34560	30420

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	17	32	$34628	$34964	*	*	*	124	252	$34905	$34165	$38400	$35200	$31235
TESTING	1	11	25000	32438	*	*	*	41	115	30977	30665	36000	31460	25000
PROCESS ENGINEERING	34	154	36822	37939	$39000	$37500	$33480	299	893	37335	37654	39600	37644	35400
PROJECT ENGINEERING	130	268	32219	33817	36500	33036	27000	304	851	33219	34178	38200	33820	27500
OTHER ENGINEERING	34	195	32641	31991	36000	33800	27960	385	1074	33011	32645	38000	33600	27600
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	2	18000	21000	*	*	*	9	22	26797	24025	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				2	3	23166	23444	*	*	*
MEDICAL TECHNOLOGY	+	1	+	12000				9	32	23022	23649	*	*	*
NURSES / PERSONAL CARE	10	10	26500	26500	*	*	*	42	85	26123	27884	31109	26000	21000
OCCUPATIONAL THERAPY	+	+	+	+				5	21	30716	29647	*	*	*
PHARMACIST	+	1	+	44200				1	32	36000	38650	*	*	*
PHYSICAL THERAPY	+	+	+	+				9	11	27892	26516	*	*	*
RESPIRATORY THERAPY	+	+	+	+				1	4	34000	33914	*	*	*
OTHER HEALTH RELATED	1	6	23000	19250	*	*	*	19	63	20233	23580	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	1	2	18000	25250	*	*	*	8	21	21203	20649	*	*	*
COUNSELING	2	2	19500	19500	*	*	*	21	47	18314	16977	22000	18000	14000
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	2	+	20620			
SOCIAL WORK	4	6	16570	16937	*	*	*	21	41	17730	17369	20000	18000	14000
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	32	64	30297	29905	34000	31230	27000	211	454	28864	28886	34000	29000	24000
INFORMATION SYSTEMS	14	34	29364	30085	*	*	*	86	190	30138	29428	34500	30000	27000
SYSTEMS ANALYSIS & DESIGN	9	28	32449	31708	*	*	*	95	267	30039	30056	34800	30000	25500
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	1	10	31740	32524	*	*	*	8	22	31283	31580	*	*	*
AGRICULTURE/NAT'L RESOURC	10	22	22040	23314	*	*	*	36	83	20852	21885	26000	20000	17500
ARCHITECTURE	+	+	+	+				2	8	25000	26238	*	*	*
CONSULTING	54	78	30541	29774	35000	30000	26000	192	346	29682	29144	34000	29000	26000
HUMAN RESRCS /INDUS RELS	1	7	23000	25771	*	*	*	19	72	23979	23623	*	*	*
MANAGEMENT TRAINEE	62	140	24656	23510	33500	23000	18000	340	898	22859	22804	30000	22000	16500
MATH/STATISTICIANS	+	3	+	22584				1	24	31200	23554	*	*	*
PARALEGAL	1	2	12500	18750	*	*	*	3	10	21833	20450	*	*	*
RESEARCHERS NON-TECHNICAL	+	+	+	+				1	8	21023	23077	*	*	*
RESEARCHERS - TECHNICAL	4	4	33758	33758	*	*	*	22	34	29597	28981	35000	30000	23000
TEACHING	11	32	21080	20732	*	*	*	110	427	20557	20549	23784	21105	14800
TOTALS	969	2162						5696	13323					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MCPA REGIONAL Report No. 4 MAY 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	23	+	$32298		-		18	184	$33406	$31324	*	*	*
MBA--NON-TECH	5	33	$44460	35675	*	*	*	100	283	36266	35653	$50000	$35000	$26000
MBA--TECH	3	10	47867	43850	*	*	*	38	60	42112	39898	52000	40750	34000
MS-BUSINESS	8	9	42138	40400	*	*	*	18	25	45141	42514	*	*	*
ECONOMICS & FINANCE (BANK	58	63	44381	43954	$53000	$45000	$34800	136	147	44157	43562	52800	45400	35000
HUMAN RESOURCES (INCL LAB	13	13	40231	40231	*	*	*	23	36	42600	37981	49000	43200	38400
MANAGEMENT INFORMATION SY	3	6	36700	38587	*	*	*	6	20	33350	35686	*	*	*
MARKETING/MKTNG MGT (RESE	48	50	43534	43302	51000	45550	33600	95	100	44869	44661	53000	45936	35200
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	+	+	+				3	8	33587	29320	*	*	*
JOURNALISM	+	+	+	+				2	2	21500	21500	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				4	16	28134	23926	*	*	*
ELEMENTARY EDUCATION	1	1	19000	19000	*	*	*	2	28	23000	24224	*	*	*
PHYSICAL EDUCATION	+	1	+	16500				+	5	+	22900			
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	1	1	22500	22500	*	*	*	2	10	23688	23757	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	16650			
LETTERS	+	+	+	+				+	4	+	23500			
VISUAL & PERFORMING ARTS	+	+	+	+				1	3	18900	20408	*	*	*
HUMANITIES - OTHER	+	+	+	+				3	4	35000	31251	*	*	*
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				1	1	22145	22145	*	*	*
PSYCHOLOGY	1	1	24000	24000	*	*	*	10	11	23461	23592	*	*	*
SOCIOLOGY	+	+	+	+				1	3	24000	24267	*	*	*
SOCIAL SCIENCES - OTHER	+	+	+	+				10	13	32508	30853	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	3	+	36672				6	11	34770	35921	*	*	*
AGRICULTURAL	2	2	28500	28500	*	*	*	2	2	28500	28500	*	*	*
BIOENGINEERING & BIOMEDIC	1	1	35500	35500	*	*	*	2	2	32750	32750	*	*	*
CHEMICAL	7	9	40474	40369	*	*	*	25	53	39816	39988	41500	40000	37500

continued

MCPA REGIONAL Report No. 4 MAY 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	+	9	+	$34270				44	79	$33784	$34904	$38200	$34000	$29580
COMPUTER	5	5	$42330	42330	*	*	*	5	7	42330	40921	*	*	*
ELECTRICAL/ELECTRONIC	9	18	40113	39275	*	*	*	83	138	38946	38451	44000	39000	34000
INDUSTRIAL	1	1	39000	39000	*	*	*	13	22	37127	36502	*	*	*
MECHANICAL	5	9	43238	39728	*	*	*	61	124	39936	38202	44000	40000	35000
METALLURGICAL	2	2	39012	39012	*	*	*	10	19	37925	38013	*	*	*
MINING & MINERAL	+	+	+	+				12	14	33775	35007	*	*	*
NUCLEAR	+	+	+	+				2	2	37800	37800	*	*	*
PETROLEUM	+	4	+	43400				1	30	47300	43500	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	1	1	18000	18000	*	*	*	2	4	20852	20972	*	*	*
HEALTH SCIENCES	1	1	26500	26500	*	*	*	11	14	26045	26250	*	*	*
NURSING	+	+	+	+				1	1	49000	49000	*	*	*
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				1	7	26000	26671	*	*	*
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	1	+	28080			
BIOLOGICAL	+	+	+	+				1	3	18700	22686	*	*	*
CHEMISTRY	+	+	+	+				9	10	34680	33412	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	10	40320	36381	*	*	*	46	101	37808	37419	43784	38000	30000
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	5	+	39540				1	30	25000	36917	*	*	*
MATHEMATICS (INCL ACTUARI	+	2	+	28750				5	13	32000	27977	*	*	*
PHYSICS	+	+	+	+				+	3	+	27219			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	176	293						816	1660					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	3	26	$46933	$47922	*	*	*	85	146	$45891	$44582	$55028	$46020	$33000
MBA--TECH	8	14	49313	48279	*	*	*	36	51	47931	47900	58000	48750	35000
OVER 2 TO 4 YEARS														
MBA--NON-TECH	17	70	52708	49324	*	*	*	107	219	51298	48390	65000	52000	37500
MBA--TECH	20	43	52970	50033	$58000	$51500	$48000	74	110	53430	51878	65000	52750	45000
OVER 4 YEARS														
MBA--NON-TECH	13	43	57569	50948	*	*	*	91	181	51334	48651	70000	50000	39000
MBA--TECH	15	25	56062	55297	*	*	*	58	89	54566	52914	70000	54000	45000
TOTALS	76	221						451	796					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/5/91 THROUGH 5/6/91

CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	1	1	$71500	$71500	*	*	*	7	11	$54143	$56736	*	*	*
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				2	7	45000	37582	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	35000				+	2	+	32500			
FOREIGN LANGUAGES	+	+	+	+				1	2	28000	36870	*	*	*
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				5	7	45000	45957	*	*	*
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	3	+	46027			
CHEMICAL	+	12	+	52333				20	54	54116	53038	$56000	$54969	$50460
CIVIL	+	+	+	+				3	6	42667	41499	*	*	*
COMPUTER	+	+	+	+				2	2	52250	52250	*	*	*
ELECTRICAL/ELECTRONIC	2	2	53750	53750	*	*	*	6	13	53197	55798	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				1	1	54000	54000	*	*	*
MECHANICAL	+	1	+	56000				3	5	43468	48033	*	*	*
METALLURGICAL	3	3	52200	52200	*	*	*	12	15	49333	48667	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				2	2	43000	43000	*	*	*
BIOLOGICAL	+	+	+	+				3	4	30333	31138	*	*	*
CHEMISTRY	1	2	55000	50000	*	*	*	49	55	48938	48340	52800	49500	45000
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	10	+	52184			
MATHEMATICS	+	+	+	+				4	6	39850	38483	*	*	*
PHYSICS	+	+	+	+				2	2	40000	40000	*	*	*
POLYMER	2	3	46700	44133	*	*	*	3	5	48533	47600	*	*	*
TOTALS	9	25						125	213					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	27782 808 38500/25000			25529 19	23500 2	22833 3		24456 5	27000 1
BUSINESS ADMIN (INCL MGMT	21120 1	23500 2		22110 18	20100 5	20000 1	29000 4	27344 16	18000 1
ECONOM & FINANCE (BANKING	30857 21 38500/28500			25366 82 43000/21000	28250 8	32000 1	23600 2	29020 56 37500/26000	21600 1
MANAGEMENT INFO SYSTEMS	28875 4					30003 2	28540 5	30370 10	
MARKETING/MARK MGMT (RESR	27000 1	15750 4		23340 10	24000 1	24875 4	21667 3	24125 4	
REAL ESTATE				22500 2					
ADVERTISING		22333 6			21000 1	23400 4			
COMMUNICATIONS		19088 5		22000 4		24025 4	23500 3	26500 1	20000 1
JOURNALISM		17714 6		22000 1		19939 5	18333 3	22000 1	
TELECOMMUN/BROADCASTING				25000 1		18480 2			
TEXTILES & CLOTHING						13000 1			
FOREIGN LANGUAGES		31500 1	22100 1						
LETTERS (incl English, Li				18000 1		20500 2		31000 1	
VISUAL & PERFORMING ARTS		13500 1	17000 1						
HUMANITIES - OTHER		12480 1		40000 1					
HISTORY				27000 1		24000 1	16000 1	32000 1	
POLITICAL SCIENCE/GOVT				22000 2	16000 1	17000 1	28900 1	25550 2	
PSYCHOLOGY						35000 1			22000 1
SOCIAL SCIENCES-OTHER						20000 1	25000 1	20800 1	14560 1
AEROSPACE & AERONAUTICAL								31900 3	
AGRICULTURAL								31700 1	
ARCHITECTURAL								27500 1	29220 3
CHEMICAL								34998 10	34000 1

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
CIVIL								29176 66 33984/27000	29115 27 36000/26000
COMPUTER	29500 1					36500 2	27333 6	28500 6	30000 1
ELECTRICAL/ELECTRONIC	33600 3				28000 1	34740 20 39200/32000	30463 8	31394 27 37100/28500	32056 9
INDUSTRIAL	31500 2					32588 4	32631 5	30621 19	32500 2
MECHANICAL			35900 1				33333 3	32367 33 36540/30000	35528 12
METALLURGICAL								31200 2	33000 1
MINING (INCL GEOLOGICAL)								30100 11	26400 1
NUCLEAR								33200 2	
PETROLEUM									40000 1
ENGINEERING TECHNOLOGY								29000 1	
INDUSTRIAL TECHNOLOGY								31000 1	
AGRIBUSINESS								23000 1	
ANIMAL SCIENCES								21500 1	
PLANT SCIENCES								20000 2	
COMPUTER SCIENCE	29140 5			29352 2		32182 16	28072 36 39000/23000	30266 29 38400/27500	28000 2
INFORMATION SCIENCES & SY	29429 7			30000 3		29148 5	26250 4	31718 11	28000 1
SYSTEMS ANALYSIS								28000 2	
ACTUARIAL								31167 3	
BIOLOGICAL									18500 1
CHEMISTRY								22500 2	19000 1
GEOLOGY & GEOLOGICAL SCI									24400 5
MATHEMATICS				40000 1			27800 1	32700 4	
PHYSICS							19000 1		

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	24126 15	21750 2	25500 4	25369 29 29100/23000		21368 8	14000 1		20000 1
BUSINESS ADMIN (INCL MGMT	19384 9	22186 7	16500 2	24365 41 35000/21000		20991 58 28000/18000	22500 1		26000 2
DISTRIBUTION MANAGEMENT						20250 2			
ECONOM & FINANCE (BANKING	24112 22 35500/16000		22000 1	25167 41 39000/21000		22456 18	17060 1	19500 1	15500 1
HOTEL/RESTAURANT MGMT.		18375 4	23250 4						
HUMAN RSRCS (incl LABOR R				24700 1					
MANAGEMENT INFO SYSTEMS	28050 4			27050 12		26431 5			27300 1
MARKETING/MARK MGMT (RESR	18911 9		20000 1	24930 22 33000/23000		23327 93 45000/19500			27800 3
ADVERTISING	36000 1			25000 1		19500 5			15000 1
COMMUNICATIONS		18000 2		23520 5		21606 8			
JOURNALISM	25000 1			24500 3		23429 7			16236 8
TELECOMMUN/BROADCASTING			23000 2	24333 3		23143 7			
HUMAN ECOLOGY (HOME ECONO				15000 1		19250 2			
TEXTILES & CLOTHING						20428 25 24000/17500			
MERCHANDISING MANAGEMENT						22026 19			
FOREIGN LANGUAGES				21600 1			25000 1		
LETTERS (incl English, Li	25000 1			23100 2	12500 1	17917 6			14100 2
VISUAL & PERFORMING ARTS		15000 1				15875 4			16165 3
HUMANITIES - OTHER	20000 1	37000 1		25500 6		21830 10		25000 1	
CRIMINAL JUSTICE				20000 1	19833 3	13852 1		23000 1	
HISTORY				17500 1		15000 1			
POLITICAL SCIENCE/GOVT	20500 2			24233 3	11440 2	21000 5		22000 1	26525 2
PSYCHOLOGY		18763 4	17000 1	24400 3		20521 12		21000 1	

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
SOCIOLOGY	20000 1		19250 2	19000 1		19400 2	14000 1	23000 1	
SOCIAL SCIENCES-OTHER				23500 1		21200 3			
COMPUTER				24000 1		25250 2			
ELECTRICAL/ELECTRONIC						26500 1			
INDUSTRIAL	31000 1			25500 2					
MECHANICAL						33000 2			
ENGINEERING TECHNOLOGY									28000 1
INDUSTRIAL TECHNOLOGY	33000 1								
AGRIBUSINESS						17750 1			
PLANT SCIENCES						12480 1			
NATURAL RESOURCES						20000 1			
OTHER AGRICULTURAL SCIENC						22000 1			
COMPUTER SCIENCE	27860 10		22500 1	27028 11		26900 7			24500 2
COMPUTER PROGRAMMING				27000 1		27750 2			
INFORMATION SCIENCES & SY				28854 3					
PHARMACY						36000 1			
ACTUARIAL				28320 6					
BIOLOGICAL						21200 5			
CHEMISTRY									15600 1
MATHEMATICS				24260 4		22820 3			

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE		RESEARCH ORGAN		TRANSPORTATION		UTILITIES		EDUCATION		FEDERAL GOVERN		LOCAL/STATE GO		HOSPITALS		HEALTH SRVCS (	
ACCOUNTING	23250	6			21563	7	27003	8	18000	1	20726	8	24422	9	23000	1	24474	7
BUSINESS ADMIN (INCL MGMT			23836	5	21667	3	27375	4	24000	1	21287	5	25875	4	20000	1	24000	2
DISTRIBUTION MANAGEMENT					26000	1					22500	1						
ECONOM & FINANCE (BANKING					18500	2	24700	2			21048	8	22258	4			28400	5
HUMAN RSRCS (incl LABOR R													24500	1				
MANAGEMENT INFO SYSTEMS			23040	1	29400	1	28588	8	28900	1			28000	1				
MARKETING/MARK MGMT (RESR	24000	1	25000	1	18800	5	22296	5			22100	1	21367	3			30000	6
COMMUNICATIONS	10900	1			20500	5	20460	4	21333	3	26174	3			21250	2	19000	1
JOURNALISM	22000	1							16500	2								
TELECOMMUN/BROADCASTING									20000	1							28000	1
ELEMENTARY EDUCATION									19910 27000/14000	57								
PRE-ELEMENTARY EDUCATION									21915	4								
PHYSICAL EDUCATION									18234	4					13440	1	23000	1
SPECIAL EDUCATION									23154	9								
FOREIGN LANGUAGES									17617	3								
LETTERS (incl English, Li									21216	6	27000	1					12700	2
VISUAL & PERFORMING ARTS							15750	2	20648	8					18600	1	18720	1
HUMANITIES - OTHER									21019	3			36500	1	21500	2		
CRIMINAL JUSTICE									15013	1	12000	1	23281	16				
HISTORY									22000	1								
POLITICAL SCIENCE/GOVT											21333	3	19230	4				
PSYCHOLOGY									19833	3			13200	1	20050	4	16314	5
SOCIOLOGY													23667	3	19000	1	18636	3

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
SOCIAL SCIENCES-OTHER	15000 1		25000 1		20387 4	24000 2	17987 5		17750 2
AEROSPACE & AERONAUTICAL		30000 1				28106 8			
AGRICULTURAL							32167 3		
ARCHITECTURAL						27332 1			
CHEMICAL		34700 2	24812 1	30000 1					
CIVIL		28800 1	25227 19	32179 8		26678 14	27341 65 38000/24752		
COMPUTER		29250 2		35000 1		32985 2	26750 2		
ELECTRICAL/ELECTRONIC		35509 9		33076 66 39000/31500		29745 20 36500/26252	31250 2		
INDUSTRIAL			32540 1	32875 3		25042 2	23890 2		
MECHANICAL		33929 7		32428 35 37800/29400		27671 12	32080 2		
METALLURGICAL				50400 1			26000 1		
NUCLEAR				33200 2		26793 2	33500 1		
ENGINEERING TECHNOLOGY		32500 1			31500 1			19500 1	
ANIMAL SCIENCES					18000 1	22200 1			
COMPUTER SCIENCE		30900 6	29400 1	31810 6	32000 1	28985 3	23867 3	34000 1	29000 1
COMPUTER PROGRAMMING			29400 1						
INFORMATION SCIENCES & SY				29500 1		20195 1			29167 6
ALLIED HEALTH					21940 2			29364 11	26000 4
HEALTH SCIENCES								23440 5	17500 1
NURSING							22175 1	26325 42 40000/21000	33555 2
ARCHITECTURAL & ENVIRONME					25000 2				
BIOLOGICAL		16000 1			21000 1	28000 1		25000 1	14400 1
CHEMISTRY		23880 2	33000 1	31200 2	13039 2				

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
GEOLOGY & GEOLOGICAL SCI		21600 1				33000 1			
MATHEMATICS					19994 5		13650 1	22000 1	
PHYSICS						24000 1			

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING				25500 1	24250 2	24667 3	25625 4	22250 2	28588 18
BUSINESS ADMIN (INCL MGMT				20800 1	20500 1	27000 1	31228 13	18333 3	28276 12
DISTRIBUTION MANAGEMENT							29200 2		29500 1
ECONOM & FINANCE (BANKING	23000 1			26000 1	25840 2	25500 1	29196 11	25400 2	29784 11
HUMAN RSRCS (incl LABOR R								27000 2	30000 1
MANAGEMENT INFO SYSTEMS					25410 6	31000 1			32452 5
MARKETING/MARK MGMT (RESR					23920 1		28869 12	28000 2	27875 20 37300/25000
ADVERTISING								18000 1	23000 1
COMMUNICATIONS			15000 1	16645 1		21600 1	28100 2	23740 2	31233 3
JOURNALISM						13000 1			29900 2
TELECOMMUN/BROADCASTING							30000 2		29733 3
ELEMENTARY EDUCATION	15896 1						16000 1		
PRE-ELEMENTARY EDUCATION	20000 1								
LETTERS (incl English, Li							38000 1		
VISUAL & PERFORMING ARTS			28000 1						
HUMANITIES - OTHER							19800 1		
CRIMINAL JUSTICE			15000 2						
HISTORY			24000 1						
POLITICAL SCIENCE/GOVT	15600 1		22000 1						24167 3
PSYCHOLOGY	17020 3		17854 12	17700 1					32796 1
SOCIOLOGY	18000 1		16100 4						
SOCIAL SCIENCES-OTHER			19196 5	18000 1					
AEROSPACE & AERONAUTICAL					30457 26 32004/29000		32000 1		

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
AGRICULTURAL						25000 2	33317 6		
ARCHITECTURAL								27250 2	
CHEMICAL					35220 2	36300 7	35564 9		37115 188 41500/35820
CIVIL					30500 2	37000 1	30568 5	29620 10	34776 1
COMPUTER					31070 2		32000 1		33292 3
ELECTRICAL/ELECTRONIC				30500 1	32855 46 38200/30420		33864 52 37200/32000		35939 18
INDUSTRIAL					24000 1	33800 2	33286 28 40000/31000	34530 2	33920 21 38400/32100
MECHANICAL					31337 40 39260/29000	33897 6	33822 138 41280/31000	34867 3	35819 44 38600/33600
METALLURGICAL							34610 6		30900 2
MINING (INCL GEOLOGICAL)							26400 1		
ENGINEERING TECHNOLOGY					29738 8		35642 8	26720 5	34800 1
INDUSTRIAL TECHNOLOGY					31200 1		25960 5		
AGRIBUSINESS	22000 1					23375 8			
ANIMAL SCIENCES	25000 1					18889 9			
PLANT SCIENCES						20000 1			
COMPUTER SCIENCE			26000 1		28537 14		28450 4		33761 11
COMPUTER PROGRAMMING	20238 1								
INFORMATION SCIENCES & SY							28800 4		32839 9
HEALTH SCIENCES				20000 1					
ARCHITECTURAL & ENVIRONME								19500 1	
BIOLOGICAL			13500 1			26000 1			20000 1
CHEMISTRY							30000 1		30064 25 36000/24960
MATHEMATICS							31200 2		35000 2

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
POLYMER SCIENCE									37500 1

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	32412 13	28048 13	28575 10	28000 1	22680 4	26500 1	29500 1	25000 2	28348 29 35000/26000
BUSINESS ADMIN (INCL MGMT	28333 3	27378 9	27768 22 33600/26100	25000 2	24167 6		28200 3	31000 2	28167 3
DISTRIBUTION MANAGEMENT		33800 1	30250 2	30000 1					
ECONOM & FINANCE (BANKING	27482 11	28347 19	28800 4	26313 4	27000 1	26500 1	25533 3	26533 3	30200 8
HUMAN RSRCS (incl LABOR R							23000 1		25750 2
MANAGEMENT INFO SYSTEMS	29975 2	28008 1	26667 3	33000 1	29500 1	27600 1	29800 2	30000 1	
MARKETING/MARK MGMT (RESR	26731 16	25522 8	25456 30 35500/24000	24657 9			27250 4	25413 8	28500 2
ADVERTISING				25000 1	25000 1				
COMMUNICATIONS			27000 1	18000 1					
JOURNALISM			22050 2						29380 1
TELECOMMUN/BROADCASTING	26000 1		26500 3						
TEXTILES & CLOTHING	26000 1	27000 1							
VISUAL & PERFORMING ARTS	19600 1								
HUMANITIES - OTHER		28500 1	20000 1	18750 2			25000 1		
CRIMINAL JUSTICE								22000 1	
POLITICAL SCIENCE/GOVT			24500 1						
PSYCHOLOGY			29000 1						24504 1
SOCIOLOGY				28000 1					
SOCIAL SCIENCES-OTHER				28000 1		12584 1			
AEROSPACE & AERONAUTICAL	29750 2	34800 2		37500 2	23040 1				35700 2
AGRICULTURAL			33600 1						30000 1
BIOENGINEERING & BIOMEDIC		32000 1							
CHEMICAL		37830 8	37163 32 40250/35000	38142 12	36120 4		37000 9	36909 11	38730 125 46200/36500

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
CIVIL		33300 4			28803 7	33165 4	35500 1	32400 2	34470 16
COMPUTER	33940 25 42000/32500	34730 13						31800 1	34533 3
ELECTRICAL/ELECTRONIC	33692 36 39200/32000	33491 95 38700/31000	35026 7	36063 4	34365 24 38100/33000	38000 1	37500 1	36600 12	36752 25 39500/36000
INDUSTRIAL	33931 6	32677 25 37680/31200	34420 14	33008 6	33335 12	35400 1	30000 1	33625 8	34743 3
MECHANICAL	36000 1	33353 74 37500/30720	34653 21 37500/34000	36660 10	32469 38 36000/28500		33250 8	36260 15	37310 93 54487/33600
METALLURGICAL	35400 1	32833 3			33721 39 36000/32040			34800 2	40200 1
MINING (INCL GEOLOGICAL)						33591 5			33900 1
NUCLEAR		35400 2							
PETROLEUM									38830 14
ENGINEERING TECHNOLOGY		29400 4			29403 6			31000 1	29500 2
INDUSTRIAL TECHNOLOGY			32000 1						
AGRIBUSINESS									32000 1
ANIMAL SCIENCES			27000 1						
PLANT SCIENCES			26000 1						
OTHER AGRICULTURAL SCIENC			21525 4						
COMPUTER SCIENCE	30677 15	33388 29 44040/31820	31500 1	34800 1	31950 2		31950 2	32400 2	34750 18
INFORMATION SCIENCES & SY	31486 7	30000 3							29900 10
SYSTEMS ANALYSIS					31000 1				
BIOLOGICAL								21792 1	
CHEMISTRY			30000 1						
GEOLOGY & GEOLOGICAL SCI									39500 1
MATHEMATICS			27500 1						38000 1
PHYSICS									33600 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING				12000 1	17500 1	26333 3	21567 9
BUSINESS ADMIN (INCL MGMT	26450 2	22000 1	30546 6		20100 5	22000 1	23038 8
ECONOM & FINANCE (BANKING	23750 2		31000 3	26100 1	27625 4	27500 4	23129 7
MANAGEMENT INFO SYSTEMS			31700 2	30000 1			23000 1
MARKETING/MARK MGMT (RESR	25656 18		26333 3	21600 1	27643 7	23020 2	22045 20 30000/14400
ADVERTISING							18500 3
COMMUNICATIONS					24000 1	28500 1	18167 3
JOURNALISM						18000 1	22680 6
TELECOMMUN/BROADCASTING			12000 1		28800 2		
PRE-ELEMENTARY EDUCATION							18000 1
VISUAL & PERFORMING ARTS							24000 1
HISTORY							25000 1
POLITICAL SCIENCE/GOVT	35000 1						21000 2
PSYCHOLOGY					27500 1	24000 1	19000 1
SOCIOLOGY	22000 1						14000 1
AEROSPACE & AERONAUTICAL							25500 2
AGRICULTURAL							29833 4
BIOENGINEERING & BIOMEDIC			30000 3				
CHEMICAL		38100 1	38400 1	36940 1		37667 3	36300 1
CIVIL			28000 1			28080 1	29040 8
COMPUTER							31750 4
ELECTRICAL/ELECTRONIC		35100 1	35250 2			32023 7	31971 17
ENIVRONMENTAL ENGINEERING	33000 1						

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
INDUSTRIAL	33000 1			30500 1	28000 1	33313 9	29333 3
MECHANICAL		35000 1	33350 7	34200 3	35400 1	37743 7	32240 23 37375/29500
METALLURGICAL				32020 5			28500 1
ENGINEERING TECHNOLOGY	23530 2		33500 2	25000 1		27170 1	27520 5
INDUSTRIAL TECHNOLOGY							19333 3
AGRIBUSINESS							21100 1
ANIMAL SCIENCES							14400 1
PLANT SCIENCES							19333 3
NATURAL RESOURCES							18140 2
COMPUTER SCIENCE		30000 1	28300 2				29780 4
COMPUTER PROGRAMMING					21375 2		
INFORMATION SCIENCES & SY							19000 1
CHEMISTRY						33180 1	20450 2
POLYMER SCIENCE				33000 1			

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	27856 835 38500/25200	19354 26 31500/14000	19550 2	24686 142 43000/20000	24139 18	22920 33 35000/15500	24622 23 32000/18000	28250 98 39000/25000	20527 6
BACHELOR - TECHNICAL	30278 18		35900 1	31451 6	28000 1	33166 47 39200/29300	28644 64 39000/23000	30485 238 40000/27000	30301 68 60000/25000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	22973 66 36000/16000	20731 21 37000/16500	21853 17	24806 178 39000/20000	15813 6	21829 301 45000/17500	18512 5	22250 6	19701 24 30000/13645
BACHELOR - TECHNICAL	28550 12		22500 1	26887 28 35040/23000		24796 27 36000/18000			23150 4

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	21140 10	23889 7	21194 25 29400/16000	25104 33 32000/18600	20341 112 36415/15000	21659 33 35000/16973	22865 52 38000/18000	19980 13	23012 36 48000/15000
BACHELOR - TECHNICAL		31728 33 39200/28000	26186 24 33000/24144	32846 126 50400/30000	21495 15	28067 69 38637/24000	27332 83 42000/24500	26554 62 40000/21000	27134 15

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	17945 8		18283 27 32000/14000	20774 6	24755 12	24013 8	29070 49 50000/24000	23270 14	28787 81 37300/25000
BACHELOR - TECHNICAL	22413 3		19750 2	25250 2	31288 142 39260/28860	27435 37 37600/18000	33460 271 45000/30200	29455 23 41400/26000	35750 327 41500/32000

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	28498 48 55000/25000	27757 53 33800/24500	26751 80 35500/24000	25194 24 33000/22750	24401 13	23296 4	27153 15	26288 17	28491 46 36000/26000
BACHELOR - TECHNICAL	33080 93 42000/28579	33463 263 46000/30840	34561 85 41000/31200	36469 35 40000/32800	32942 134 39000/29380	34001 11	34814 22 40500/31200	35307 55 39000/32000	37217 318 54487/33000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	25800 24 35000/23000	22000 1	28712 15	22425 4	25290 21 31000/23000	25195 13	
BACHELOR - TECHNICAL	28265 4	34550 4	32442 18	32345 12	26538 4	34124 29 47000/27170	

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	32325 20 41000/27500	38400 2		30500 4	52500 1		37230 2	37264 14	
MBA--TECH			29120 1	55000 1	55800 5	41200 4	37767 3		

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	50000 1	39000 2		36000 2		32500 5			
MBA--TECH				33867 3					

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH	25000 2		34000 3	37000 1		25000 1	22000 1		35833 3
MBA--TECH	40000 1			42300 1					

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH		20000 1					35425 8	36000 1	44571 7
MBA--TECH							41250 4	33000 1	44200 4

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH		45333 3	37761 5	54500 2			38600 3	37000 1	35274 3
MBA--TECH	35000 2	40000 1	42250 2	48000 1	40250 1			34000 1	41800 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH						30830 1	52000 1
MBA--TECH							

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	27828 817 38500/25200	25559 183 55000/19000	21500 1	24875 4	23000 1				27180 19
BUSINESS ADMIN (INCL MGMT	22040 3	22063 8	21988 8	21216 5	27000 1				26827 15
ECONOM & FINANCE (BANKING	30500 14	27354 23 30000/25800	25357 7	24894 47 28500/22000	30000 9	33000 1	20000 1	25750 2	28180 86 37500/24000
MANAGEMENT INFO SYSTEMS									29100 2
MARKETING/MARK MGMT (RESR	27000 1	20550 2	19500 3	25400 5				24000 1	18000 1
REAL ESTATE				24000 1					21000 1
ADVERTISING				21000 1					36000 1
COMMUNICATIONS		19000 2	23000 1	19323 2					
JOURNALISM		16500 4							
ELEMENTARY EDUCATION		16000 1							
HUMANITIES - OTHER		25000 1							
POLITICAL SCIENCE/GOVT		35000 1	22000 1	22000 1					
PSYCHOLOGY		23000 1							22000 1
SOCIAL SCIENCES-OTHER		15000 1							
CIVIL								29000 1	
INDUSTRIAL									31000 1
INDUSTRIAL TECHNOLOGY									33000 1
COMPUTER SCIENCE	24000 1								
INFORMATION SCIENCES & SY	26500 2								
MATHEMATICS				11440 1					

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT		UNDERWRITING		INSURANCE - CL		DESIGN/GRAPHIC		MEDIA PLANNING		REPORTING		PRODUCTION		PUBLIC RELATIO		WRITING / EDIT	
ACCOUNTING			27996	1	21700	2												
BUSINESS ADMIN (INCL MGMT			24258	18	22235	12			17000	1					20800	1		
ECONOM & FINANCE (BANKING	18000	1	26224	17	22221	9												
MARKETING/MARK MGMT (RESR	18000	1	25142	6	21652	4			17333	3								
ADVERTISING													24500	4	18000	1	21000	2
COMMUNICATIONS			27100	2	23500	2	17250	2	28800	1			24993	9	21084	10	20550	2
JOURNALISM					21750	2	12584	1			16975	5	10700	1	23054	7	18643	7
TELECOMMUN/BROADCASTING			25333	3							11960	1	25000	1	20000	1		
FOREIGN LANGUAGES					21600	1												
LETTERS (incl English, Li			24000	1	22200	1					22000	1			19000	1	15200	1
VISUAL & PERFORMING ARTS							17820	5					15838	4				
HUMANITIES - OTHER			23250	4	35000	1	12480	1										
CRIMINAL JUSTICE			20000	1											15013	1		
HISTORY							25000	1										
POLITICAL SCIENCE/GOVT	20500	2			22350	2	26000	1							15600	1	17000	1
PSYCHOLOGY			14700	1					35000	1					17000	1		
SOCIOLOGY					21000	1												
SOCIAL SCIENCES-OTHER					23500	1												
INDUSTRIAL			26000	1	25000	1												
MECHANICAL							34000	1					35110	8			26000	1
METALLURGICAL													33000	1				
ENGINEERING TECHNOLOGY							25020	3										
INDUSTRIAL TECHNOLOGY																	26000	1

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
AGRIBUSINESS								22000 1	
COMPUTER SCIENCE			11520 1						
ACTUARIAL		17500 1							
CHEMISTRY									15600 1
MATHEMATICS	15000 1								

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING			21000 2				21750 4	25206 2	21704 12
BUSINESS ADMIN (INCL MGMT		26384 8	25244 18	28414 10	20500 2	31435 8	25223 33 35000/20000	20000 1	
DISTRIBUTION MANAGEMENT		30000 1		30300 5		29200 1			
ECONOM & FINANCE (BANKING			24156 8		25767 3	35000 1	24568 39 40000/16000	20165 3	23341 3
HUMAN RSRCS (incl LABOR R							25000 1		
MANAGEMENT INFO SYSTEMS							28000 1		
MARKETING/MARK MGMT (RESR	20000 4	24693 8	23957 53 30000/20000	24333 3	19271 7	23250 2	25964 175 48000/22750	22000 2	22100 1
ADVERTISING	18500 3				15000 1		22844 9		
COMMUNICATIONS	21000 1	18050 2	18000 1				23948 12		
JOURNALISM	19333 3	20793 2	22750 4				28125 4		
TELECOMMUN/BROADCASTING			22800 5				25950 14		
HUMAN ECOLOGY (HOME ECONO							15300 1		
TEXTILES & CLOTHING			20335 20 27000/17500				19500 2		
MERCHANDISING MANAGEMENT			23125 8						
FOREIGN LANGUAGES					31500 1				
LETTERS (incl English, Li				13000 1			24000 2	27000 1	
VISUAL & PERFORMING ARTS		13645 1					11500 1		
HUMANITIES - OTHER		11500 1	20333 3				27860 5		
CRIMINAL JUSTICE							22000 1	19998 2	20900 1
HISTORY		19500 2					16000 1		
POLITICAL SCIENCE/GOVT		17500 1					25310 5	16829 7	24000 1
PSYCHOLOGY			20160 5		21000 1		26833 6		
SOCIOLOGY			19200 1				23200 3		

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
SOCIAL SCIENCES-OTHER		20000 1		25000 1			28000 1	17160 2	
AEROSPACE & AERONAUTICAL							37400 1		
CHEMICAL		38500 1		34500 1		37020 1	36767 3		
CIVIL					36100 1				
COMPUTER							28000 2		
ELECTRICAL/ELECTRONIC							30676 9		
INDUSTRIAL			30840 1				31113 10		40000 1
MECHANICAL		34500 1			32500 1		32285 19		
ENGINEERING TECHNOLOGY					32150 2		38000 2		
AGRIBUSINESS							23500 2		
ANIMAL SCIENCES			27000 1				22000 2		
PLANT SCIENCES							12480 1		
OTHER AGRICULTURAL SCIENC							22000 1		
COMPUTER SCIENCE					29000 1				
INFORMATION SCIENCES & SY							31500 1		
BIOLOGICAL			20250 4				22500 2		28000 1
CHEMISTRY							30884 5		
MATHEMATICS			22000 1				32500 3		

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT		26000 1							29650 4
DISTRIBUTION MANAGEMENT			22500 1						
ECONOM & FINANCE (BANKING	17600 1	17060 1							
HUMAN RSRCS (incl LABOR R									23000 1
COMMUNICATIONS			28750 2						26500 1
HUMANITIES - OTHER		30750 2							
CRIMINAL JUSTICE		23458 13	12000 1	23000 1					
POLITICAL SCIENCE/GOVT			22000 1						
PSYCHOLOGY		21000 1							
SOCIOLOGY		25000 2							
SOCIAL SCIENCES-OTHER		16000 1	24000 2		17614 1			17680 2	
AEROSPACE & AERONAUTICAL							29457 10		31300 8
AGRICULTURAL							33100 3	27000 1	
ARCHITECTURAL							28540 4		
BIOENGINEERING & BIOMEDIC						30000 2			
CHEMICAL							36627 8	37233 6	37358 23 41000/35820
CIVIL							28383 138 37400/24752	29057 15	33350 8
ELECTRICAL/ELECTRONIC		32300 1	37500 1				33493 25 38000/30500		34121 105 38400/31460
ENIVRONMENTAL ENGINEERING									33000 1
INDUSTRIAL							34200 1		33625 87 41000/31200
MECHANICAL							33799 69 60000/29000	33500 2	34508 211 41280/31500
METALLURGICAL							32533 3		33684 33 36000/32400
MINING (INCL GEOLOGICAL)								28700 4	33900 1

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT — Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 — 90th: 22080 / 10th: 18330 — PART 4 - PAGE 2

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
NUCLEAR			27334 1						32500 1
PETROLEUM									40000 1
ENGINEERING TECHNOLOGY							26367 7		32131 14
INDUSTRIAL TECHNOLOGY							21067 3		25000 2
ANIMAL SCIENCES			22200 1						
BIOLOGICAL								18500 1	
CHEMISTRY								27400 3	24000 1
GEOLOGY & GEOLOGICAL SCI			33000 1					21333 3	
MATHEMATICS					13650 1				

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	28950 4		32000 1		33000 1				
MANAGEMENT INFO SYSTEMS			27000 1						
LETTERS (incl English, Li									10000 1
AEROSPACE & AERONAUTICAL	27333 1	33400 1	26252 1	29500 1	30693 4	30207 3		30425 4	30716 14
AGRICULTURAL					38100 1	29667 3		31129 8	33600 1
ARCHITECTURAL								27750 2	27332 1
BIOENGINEERING & BIOMEDIC			32000 1						30000 1
CHEMICAL		41000 1			37676 40 41500/35820	39700 1	37690 271 46200/36000	36906 30 46000/34000	36823 35 41000/35400
CIVIL	33600 1	28567 3			36700 1	29500 2		28594 35 36000/24752	29235 38 36000/26064
COMPUTER	30738 17		31468 8	36135 13	32250 2			33860 3	33871 9
ELECTRICAL/ELECTRONIC	32883 15	33223 54 39000/31490	33587 20 36500/31490	33959 55 39200/30420	33393 23 39200/32000	30921 15	36333 3	33588 72 42000/29600	33557 86 40800/30160
INDUSTRIAL	32000 1	31500 1			37500 1		26875 2	32370 25 38000/28000	32739 26 37080/30500
MECHANICAL	34690 4	33931 19	34200 1	33010 2	34733 30 40000/31235	35717 7	37017 12	34377 106 45000/30000	33038 121 54487/28000
METALLURGICAL		50400 1			33646 7		33975 4	32560 5	33553 6
MINING (INCL GEOLOGICAL)						26667 3		31500 2	33591 5
NUCLEAR		33700 2			32400 1	36000 1	34800 1		30126 2
PETROLEUM								40800 1	38678 13
ENGINEERING TECHNOLOGY				27500 1		32500 1	30000 1	27500 7	30750 6
COMPUTER SCIENCE	32539 18		31832 23 37000/29380	36088 1	34900 3	20800 1		31720 1	30973 18
INFORMATION SCIENCES & SY	29500 1								
SYSTEMS ANALYSIS									31000 1
BIOLOGICAL					26000 1		21792 1		
CHEMISTRY					29917 7	27150 4	29985 4	28000 1	

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
GEOLOGY & GEOLOGICAL SCI								36250 2	
PHYSICS									33600 1
POLYMER SCIENCE					35250 2				

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING									23000 1
BUSINESS ADMIN (INCL MGMT	24000 2								
MARKETING/MARK MGMT (RESR	28000 1								20000 1
COMMUNICATIONS	15000 1								
PHYSICAL EDUCATION							13440 1		23000 1
LETTERS (incl English, Li									15000 1
HUMANITIES - OTHER									25000 1
PSYCHOLOGY			18700 1	12480 1			22090 1		16780 2
SOCIOLOGY									19000 1
CIVIL				29200 1					
COMPUTER								34000 1	
INDUSTRIAL		23832 1			31080 1				
ENGINEERING TECHNOLOGY			19500 1		37500 1				
COMPUTER SCIENCE									24000 1
ALLIED HEALTH			25375 4		28333 3		30786 7		22960 3
HEALTH SCIENCES			25750 2						20800 4
NURSING	32044 4			26387 40 40000/21000					11280 1
PHARMACY						36000 1			
BIOLOGICAL			16000 1						19250 2
CHEMISTRY		22500 1							
MATHEMATICS	22000 1								

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					13440 1	29000 1			
BUSINESS ADMIN (INCL MGMT	18500 1				27053 3	25476 5	29925 3		
DISTRIBUTION MANAGEMENT						27500 1			
ECONOM & FINANCE (BANKING					27500 2	30667 3	29000 2		
MANAGEMENT INFO SYSTEMS					27608 26 33600/24240	29276 27 32000/27360	28514 17		
MARKETING/MARK MGMT (RESR					26500 2				
COMMUNICATIONS		20000 1							
LETTERS (incl English, Li		10400 1							
VISUAL & PERFORMING ARTS	23360 2								
HUMANITIES - OTHER		18000 1							
CRIMINAL JUSTICE		20500 2		17667 3					
HISTORY		24000 1				17500 1			
POLITICAL SCIENCE/GOVT	22000 1					28900 1			
PSYCHOLOGY	25000 2	17700 11		16431 8	17500 1		15500 1		
SOCIOLOGY	14400 1	20000 1		18651 6	19000 1				
SOCIAL SCIENCES-OTHER	18000 1	18833 3		18995 4	25000 1				21000 1
AGRICULTURAL									25000 1
CHEMICAL						29000 1			
CIVIL					29500 1		30560 8		
COMPUTER					30972 21 37700/26000				
ELECTRICAL/ELECTRONIC					33250 4	32944 9	35367 3		
INDUSTRIAL					30000 1		33527 3		
MECHANICAL					29500 1	31500 2			

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
METALLURGICAL									26000 1
ENGINEERING TECHNOLOGY					31500 1		29520 1		
INDUSTRIAL TECHNOLOGY							31000 1		
AGRIBUSINESS									24714 7
ANIMAL SCIENCES									17990 10
PLANT SCIENCES									20571 7
NATURAL RESOURCES									18760 3
OTHER AGRICULTURAL SCIENC									21525 4
COMPUTER SCIENCE					29288 93 48000/24000	31630 30 35500/27000	30053 41 39000/26000		
COMPUTER PROGRAMMING					25148 6		24000 1		
INFORMATION SCIENCES & SY					29519 41 34750/27000	27625 4	31238 12		
SYSTEMS ANALYSIS							25000 1		
ACTUARIAL								30070 6	
BIOLOGICAL									14400 1
GEOLOGY & GEOLOGICAL SCI									25000 1
MATHEMATICS					24940 4	31200 1	38000 1	34920 2	
PHYSICS					19000 1				

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		29375 8		24125 4					
BUSINESS ADMIN (INCL MGMT		26833 15	24414 7	22001 98 32000/17000					
DISTRIBUTION MANAGEMENT				20250 2					
ECONOM & FINANCE (BANKING		28523 60 37200/26000		23236 38 34000/17000					
HOTEL/RESTAURANT MGMT.				20813 8					
HUMAN RSRCS (incl LABOR R			26617 6						
MANAGEMENT INFO SYSTEMS		30013 8		19656 1					
MARKETING/MARK MGMT (RESR		27000 2		22394 52 31500/17500					
ADVERTISING				19375 4					
COMMUNICATIONS			22000 1	19863 12			21023 1		21000 1
JOURNALISM			22000 1	21810 10					
TELECOMMUN/BROADCASTING				26250 4					
ELEMENTARY EDUCATION									19840 58 27000/14000
PRE-ELEMENTARY EDUCATION				18000 1					21532 5
PHYSICAL EDUCATION									18234 4
SPECIAL EDUCATION									23154 9
HUMAN ECOLOGY (HOME ECONO				19250 2					
TEXTILES & CLOTHING				21833 6					
MERCHANDISING MANAGEMENT				21227 11					
FOREIGN LANGUAGES		22100 1		20425 2					18500 2
LETTERS (incl English, Li		31000 1		20071 7		12500 1			23459 5
VISUAL & PERFORMING ARTS				18400 4					20648 8
HUMANITIES - OTHER				21922 9		37000 1			21019 3

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
CRIMINAL JUSTICE						16000 1			
HISTORY		32000 1		24500 2					
POLITICAL SCIENCE/GOVT		25550 2		21444 9					
PSYCHOLOGY		18500 1	23752 2	20538 8					22000 1
SOCIOLOGY			14000 1	17500 5					
SOCIAL SCIENCES-OTHER				19046 4					20387 4
AEROSPACE & AERONAUTICAL		30000 1						30000 1	
CHEMICAL		36780 5						30500 2	
CIVIL		29800 9		34800 1					
COMPUTER		28000 2							
ELECTRICAL/ELECTRONIC		30288 8		35390 2				33706 5	
INDUSTRIAL		29853 15		33216 8					
MECHANICAL		32400 11		35669 9				26252 1	34800 1
METALLURGICAL				33640 4					
MINING (INCL GEOLOGICAL)		31525 4							
ENGINEERING TECHNOLOGY		29000 1		28000 2					
INDUSTRIAL TECHNOLOGY				27950 4					
AGRIBUSINESS				20283 3					
ANIMAL SCIENCES				25000 1					
COMPUTER SCIENCE		30924 17							
INFORMATION SCIENCES & SY		31031 13		30500 2					
SYSTEMS ANALYSIS		31000 1							
HEALTH SCIENCES									20000 1

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACTUARIAL		32750 2							
ARCHITECTURAL & ENVIRONME	25000 2		19500 1						
BIOLOGICAL									21000 1
CHEMISTRY								28647 12	13039 2
GEOLOGY & GEOLOGICAL SCI								21600 1	
MATHEMATICS		34000 4		21500 1	31200 1				22133 4
PHYSICS									24000 1

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27851 835 38500/25110	25296 227 55000/18000	22781 21 32000/18000	24368 66 31700/21000	29091 11	33000 1	20000 1	25167 3	27758 126 37500/21600
BACHELOR - TECHNICAL	25667 3			11440 1				29000 1	32000 2

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	19250 4	24874 54 39000/21000	22508 38 35000/16973	18151 11	22133 6	16977 7	22210 19	20735 24 30000/15600	18908 13
BACHELOR - TECHNICAL	15000 1	21750 2	18260 2	27265 4			34876 9	22000 1	22533 3

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	19500 11	22887 27 32000/15000	23086 128 34200/19000	27332 20 33800/21000	21380 15	30182 12	25373 320 48000/20000	19701 20 27000/12480	22082 18
BACHELOR - TECHNICAL		36500 2	22977 7	34500 1	32380 5	37020 1	30702 63 44000/24000		34000 2

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	17600 1	23643 21 37000/18500	23143 7	23000 1	17614 1			17680 2	28017 6
BACHELOR - TECHNICAL		32300 1	30009 4		13650 1	30000 2	30505 271 60000/24912	29507 35 40000/24000	34154 496 45000/31020

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	28950 4		29500 2		33000 1				
BACHELOR - TECHNICAL	32115 58 44040/28000	33514 82 50400/31490	32372 54 37000/29380	34200 73 42000/30420	34920 123 41500/31235	30977 41 41500/25000	37335 299 46200/35400	33219 304 46000/27500	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	22750 4		18700 1	12480 1			17765 2		
BACHELOR - TECHNICAL	30035 5	23166 2	23563 8	26456 41 40000/22000	30716 5	36000 1	30786 7	34000 1	

AVERAGE SALARY OFFERS MAY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	21203 8	18314 21 29000/14000		17730 21 26000/14000	26538 37 33600/23040	28532 39 35000/27000	28175 23 35400/25500		21000 1
BACHELOR - TECHNICAL					29354 174 48000/24000	31470 47 39200/27000	30635 72 39000/26000	31283 8	20848 35 30000/17500

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		28260 99 39000/25000	24228 18	21811 303 34000/16000		21833 3	21023 1		20468 100 36415/15000
BACHELOR - TECHNICAL	25000 2	31197 93 40000/28500	19500 1	31433 37 38000/25000	31200 1			29597 22 38000/23000	21441 10

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 5 July 1991

MIDWESTERN REGION (MCPA)

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago-Grad. School of Bus.
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College-Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Drake University
Eastern Michigan University
Emporia State College
Eureka College
Ferris State University
Grace College
Grand View College
Greenville College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois-Chicago
University of Illinois-Chemistry & Chem. Engrg.
University of Illinois- Commerce & Business
University of Illinois-Engineering
Indiana University
Indiana University-Northwest
Indiana University/Purdue University-Indianapolis
Iowa State University-Agriculture
Iowa State University-Bus., Sci. & Humanities
Iowa State University-Design
Iowa State University-Engineering
Iowa State University-Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa- Bus. / Lib. Arts / Engrg.
John Carroll University
Judson College
Kalamazoo College
University of Kansas-Arts
University of Kansas-Business
University of Kansas-Engineering
Kenyon College
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor-Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
University of Minnesota-Liberal Arts
Minot State University
University of Missouri-Columbia - Engineering
University of Missouri-Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
University of Notre Dame
Ohio Northern University
Ohio State University-Agriculture
Ohio State University-Arts & Science
Ohio State University-Business
Ohio State University-Engineering
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University- Carbondale
Southern Illinois University- Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Viterbo College
Walsh College of Accounting & Business
Washington University - Business
Washington University - Engineering
Wayne State University
Westmar College
University of Wisconsin-Eau Claire
University of Wisconsin-Green Bay
University of Wisconsin-Madison - Arts
University of Wisconsin-Madison - Business
University of Wisconsin-Madison - Engineering
University of Wisconsin-Platteville
University of Wisconsin-River Falls
University of Wisconsin-Stout
Wichita State University
College of Wooster
Wright State University
Youngstown State University

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Midwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (May 6, 1991 through June 5, 1991) and cumulatively (September 1, 1990, and June 5, 1991). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	228	611	$26937	$26364	$30000	$27000	$23500	1258	2774	$27217	$26602	$30000	$27500	$23500
BUSINESS ADMIN (INCL MGMT	185	376	23723	23933	30000	23080	17000	442	966	23978	23616	30000	24000	17680
DISTRIBUTION MANAGEMENT	+	4	+	29577				11	18	27382	27495	*	*	*
ECONOM & FINANCE (BANKING	155	441	25513	25890	31500	25000	19200	528	1238	26215	25913	32000	26500	20000
HOTEL/RESTAURANT MGMT.	44	69	20348	21100	23000	21000	17420	52	118	20419	21127	23000	21000	17420
HUMAN RSRCS (incl LABOR R	4	39	23517	24238	*	*	*	12	93	25147	24066	*	*	*
MANAGEMENT INFO SYSTEMS	31	98	28767	29039	31400	28600	26600	113	322	28572	28412	31700	28500	25500
MARKETING/MARK MGMT (RESR	145	346	23481	23718	28000	23500	18000	468	1081	24338	23850	28500	24500	19000
REAL ESTATE	+	1	+	20000				2	7	22500	20760	*	*	*
COMMUNICATIONS														
ADVERTISING	6	9	26500	24667	*	*	*	29	51	23159	21866	27500	22500	18000
COMMUNICATIONS	32	65	23276	23155	30000	24000	16000	99	193	22356	22067	29700	22500	16000
JOURNALISM	17	30	23764	22821	*	*	*	64	103	21199	20586	28000	22000	14196
TELECOMMUN/BROADCASTING	11	13	22964	22200	*	*	*	40	52	24197	23388	30000	25000	19000
EDUCATION														
ELEMENTARY EDUCATION	20	56	20680	20015	26200	21000	14500	75	273	19891	20054	23600	21000	14000
PRE-ELEMENTARY EDUCATION	2	3	16750	16167	*	*	*	8	30	19895	16599	*	*	*
PHYSICAL EDUCATION	2	4	20500	19750	*	*	*	8	29	18797	19314	*	*	*
SPECIAL EDUCATION	4	10	19278	20711	*	*	*	12	50	22083	22424	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	8	11	22361	21854	*	*	*	11	27	21154	21159	*	*	*
TEXTILES & CLOTHING	21	43	20260	21250	25000	20000	16000	49	82	20452	21210	25000	21000	15000
MERCHANDISING MANAGEMENT	2	13	20830	21233	*	*	*	21	44	21912	21017	24000	23000	20000
HUMANITIES														
FOREIGN LANGUAGES	9	19	21140	21962	*	*	*	16	36	21457	21636	*	*	*
LETTERS (incl English, Li	10	44	19657	20966	*	*	*	33	112	20287	21490	25000	20800	13000
VISUAL & PERFORMING ARTS	8	13	16625	18520	*	*	*	32	63	17941	19646	22700	18000	13500
HUMANITIES - OTHER	22	35	24568	23977	35000	23393	18500	51	81	23257	22806	28500	23000	18000
SOCIAL SCIENCES														
CRIMINAL JUSTICE	7	18	24571	23295	*	*	*	33	58	21511	21533	28000	20488	15996
HISTORY	1	37	19500	25430	*	*	*	10	68	22200	23465	*	*	*
POLITICAL SCIENCE/GOVT	9	54	23844	24407	*	*	*	46	131	22286	23063	28000	22000	17500
PSYCHOLOGY	18	52	21328	21918	*	*	*	73	151	20246	20553	29000	19000	13500
SOCIOLOGY	5	21	20512	22206	*	*	*	27	63	19340	20119	23000	19200	14400
SOCIAL SCIENCES-OTHER	3	46	21667	22570	*	*	*	34	127	20059	21536	24000	20000	16000
ENGINEERING														
AEROSPACE & AERONAUTICAL	10	21	30792	31568	*	*	*	59	123	30507	30434	34000	30160	27000
AGRICULTURAL	4	5	32710	30822	*	*	*	22	39	31449	30878	38100	30850	27000
ARCHITECTURAL	5	10	28066	32103	*	*	*	8	50	28374	31193	*	*	*
BIOENGINEERING & BIOMEDIC	2	3	31800	32867	*	*	*	6	9	30933	29567	*	*	*
CHEMICAL	141	376	38024	37591	40722	38200	36000	525	1352	37559	37381	40000	37992	35400
CIVIL	118	264	29718	29902	36000	28462	25800	350	829	29195	29666	34800	28800	24752
COMPUTER	34	70	31979	33158	35700	32850	26400	107	201	32189	32368	36000	33000	26500
ELECTRICAL/ELECTRONIC	222	537	33791	33298	37200	34000	31200	689	1642	33571	33191	37200	33840	30000

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	2	2	$28000	$28000	*	*	*	3	6	$29667	$28983	*	*	*
INDUSTRIAL	106	148	32372	32199	$35700	$32000	$29000	288	414	32553	32299	$35300	$33000	$29000
MECHANICAL	249	567	34429	33881	39240	34000	30000	830	1893	34153	34007	38000	34[illegible]	30000
METALLURGICAL	14	35	33579	32473	*	*	*	75	151	33690	33400	35520	336[illegible]	[illegible]1200
MINING (INCL GEOLOGICAL)	1	9	28000	32889	*	*	*	20	48	30688	31504	33600	30928	[illegible]6400
NUCLEAR	3	6	34033	32733	*	*	*	12	21	32732	32447	*	*	*
PETROLEUM	8	27	38078	40090	*	*	*	17	181	39272	38972	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	32	47	34945	34088	40000	33000	29500	73	180	31304	29697	37240	30000	25000
INDUSTRIAL TECHNOLOGY	+	17	+	30004				12	35	26250	28645	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	6	19	24500	25019	*	*	*	19	74	23676	23145	*	*	*
ANIMAL SCIENCES	+	2	+	33500				15	29	19873	22557	*	*	*
PLANT SCIENCES	1	3	19000	18467	*	*	*	9	15	19498	20140	*	*	*
NATURAL RESOURCES	1	2	27000	19500	*	*	*	4	12	20820	20588	*	*	*
OTHER AGRICULTURAL SCIENC	+	10	+	22970				5	37	21620	24158	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	59	220	30064	31122	35200	30000	24000	298	762	30213	30680	34890	30576	25000
COMPUTER PROGRAMMING	10	16	26244	26392	*	*	*	17	35	25725	27216	*	*	*
INFORMATION SCIENCES & SY	12	58	27882	30187	*	*	*	88	200	29644	29344	33400	29750	27000
SYSTEMS ANALYSIS	+	2	+	33450				3	8	29000	27433	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	35	96	30155	30809	34000	30000	26000	[illegible]	155	29166	29654	34000	30000	26000
HEALTH SCIENCES	2	9	30456	22279	*	*	*	9	41	23957	20941	*	*	*
NURSING	24	161	30188	32000	35000	30000	25000	62	250	27451	30801	35000	26500	22000
PHARMACY	6	28	39840	39082	*	*	*	6	56	39840	39439	*	*	*
SCIENCES														
ACTUARIAL	20	20	33708	33708	37500	33350	31441	26	26	32309	32309	37000	32750	28000
ARCHITECTURAL & ENVIRONME	+	2	+	36500				3	18	23167	27578	*	*	*
BIOLOGICAL	6	13	24872	24672	*	*	*	21	61	21877	21457	26000	21000	18000
CHEMISTRY	17	29	26549	25951	*	*	*	47	80	27339	27108	33180	29500	19760
GEOLOGY & GEOLOGICAL SCI	+	2	+	30000				8	27	27013	28380	*	*	*
MATHEMATICS	17	66	28986	28995	*	*	*	43	162	27683	27978	34800	29328	21023
PHYSICS	+	6	+	27207				3	21	25533	28530	*	*	*
OTHER PHYSICAL & EARTH SC	1	2	30000	32520	*	*	*	1	7	30000	25084	*	*	*
POLYMER SCIENCE	+	1	+	32600				2	3	35250	34367	*	*	*
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	2175	5492						7481	17694					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	143	407	$27367	$26828	$30000	$27000	$24500	961	2044	$27813	$27158	$31000	$27540	$25000
ACCOUNTING (PRIVATE)	99	239	26439	25752	30000	26000	20000	307	775	25564	25180	30000	26000	18500
COMMERCIAL BANKING (CNSMR	12	46	22747	21336	*	*	*	32	107	22949	21970	28000	23000	18000
COMMERCIAL BANKING (LENDG	39	52	23664	23366	28000	23500	19000	104	137	23937	23780	28000	24000	19000
INVESTMT BANKING (CORP FN	2	20	25250	30614	*	*	*	12	43	28625	29041	*	*	*
INVESTMT BANKNG (M & A)	+	3	+	32000				1	5	33000	30600	*	*	*
INVESTMT BANKG (REAL EST)	+	2	+	27500				1	6	20000	21750	*	*	*
INVESTMT BANKG (SALES & T	1	9	15000	27067	*	*	*	5	26	23900	24777	*	*	*
FINANCIAL/TREASURY ANALYS	49	128	27264	27735	35000	27300	22000	173	404	27742	27443	33500	28800	22000
PORTFOLIO MGMT/BROKERAGE	6	23	27000	27209	*	*	*	11	50	23091	25137	*	*	*
UNDERWRITING	13	36	24288	24585	*	*	*	68	139	24668	24433	28500	24400	20200
INSURANCE - CLAIMS	18	39	23196	22997	*	*	*	54	113	22302	22785	26280	23000	16000
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	5	7	20452	22323	*	*	*	19	32	20473	20515	*	*	*
MEDIA PLANNING	7	10	17071	18614	*	*	*	9	17	20367	20232	*	*	*
REPORTING	6	9	26167	23400	*	*	*	11	22	20803	18422	*	*	*
PRODUCTION	7	15	24649	22816	*	*	*	32	55	26060	24295	33840	27000	15000
PUBLIC RELATIONS	8	20	21425	21533	*	*	*	28	54	20844	20463	27000	20000	15013
WRITING / EDITING	3	11	20499	21363	*	*	*	18	38	19383	20671	*	*	*
MARKETING														
ADVERTISING	6	17	22667	23224	*	*	*	15	43	21300	21360	*	*	*
BRAND/PRODUCT MANAGEMENT	10	27	23830	25951	*	*	*	35	125	23493	24443	30000	23275	17000
BUYER/MERCHANDISING	71	122	22554	23710	27000	22500	19000	201	303	22867	23517	28000	23000	19000
DISTRIBUTION	4	10	26650	25106	*	*	*	22	46	27415	26051	33000	28500	22000
MARKET RESEARCH	3	25	34500	25942	*	*	*	22	77	25059	25448	33000	24250	16500
PURCHASING	7	8	35214	33440	*	*	*	17	32	30629	27716	*	*	*
SALES	167	350	26060	25667	32004	26000	19000	530	1080	26178	25372	32100	26000	19848
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	4	7	22170	23423	*	*	*	24	32	20113	20765	25206	20000	15600
FINANC,TAXA, MONETARY POL	3	16	23667	21026	*	*	*	23	80	23325	22655	26214	22100	20500
ECONOMIC PROGRAMS	+	10	+	21486				1	17	17600	21721	*	*	*
LAW ENFORCEMENT	12	25	23708	23342	*	*	*	32	59	23338	23076	30000	22000	17060
MILITARY	6	25	23667	23440	*	*	*	17	55	24943	23685	*	*	*
NATIONAL SECURITY	+	1	+	27000				1	9	23000	20956	*	*	*
URBAN / REGIONAL PLANNING	+	2	+	19500				2	10	15632	19183	*	*	*
ENGINEERING														
BIOENGINEERING	3	3	30200	30200	*	*	*	5	9	30120	27622	*	*	*
DESIGN / CONSTRUCT	111	281	30892	30892	37000	30000	25800	348	877	30568	30766	36300	30000	24812
ENVIRONMENTAL/SANITATION	13	56	31307	31853	*	*	*	48	159	29300	30989	37675	29200	20000
MANUFACTURING/INDUSTRIAL	155	264	34603	34018	38500	34000	30000	614	980	34204	33930	37752	34200	30500
SYSTEMS / PROGRAMMING	22	74	31269	32300	34200	31900	28000	81	241	31844	32238	35000	32000	28000
POWER SYSTEMS	40	83	34387	33351	36500	33900	32250	115	233	33702	33217	36300	33600	31500
SOFTWARE DESIGN & DEVELOP	15	77	32660	33724	*	*	*	69	206	32318	32869	36142	32500	27000
HARDWARE DESIGN & DEVELOP	22	51	34006	34041	36000	34500	30000	86	191	34318	33709	37000	34500	30420

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	27	93	$34355	$34602	$39000	$34200	$28000	143	328	$34858	$34268	$38600	$35000	$30400
TESTING	15	38	31416	30612	*	*	*	54	145	31228	30692	36000	32080	24900
PROCESS ENGINEERING	113	267	38029	37737	40722	38400	36000	379	1072	37463	37658	40000	38000	35100
PROJECT ENGINEERING	111	341	33050	34080	37500	33700	27500	396	1113	33131	34092	38000	33680	27500
OTHER ENGINEERING	258	494	33373	33341	38640	33600	28000	596	1480	33130	32821	38400	33600	27700
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	7	18000	19789	*	*	*	10	28	25918	23074	*	*	*
INDUSTRIAL HYGIENE	3	3	24233	24233	*	*	*	4	5	24133	24106	*	*	*
MEDICAL TECHNOLOGY	2	14	33750	27564	*	*	*	11	44	24973	24765	*	*	*
NURSES / PERSONAL CARE	24	160	29753	31947	35000	30000	25000	59	245	27012	30640	32000	26000	21000
OCCUPATIONAL THERAPY	9	20	28056	29412	*	*	*	11	38	29189	29627	*	*	*
PHARMACIST	6	28	39840	39082	*	*	*	6	57	39840	39213	*	*	*
PHYSICAL THERAPY	20	20	31630	31630	35000	31000	30000	22	24	30370	29532	34100	30750	29500
RESPIRATORY THERAPY	+	1	+	27600				1	5	34000	32651	*	*	*
OTHER HEALTH RELATED	15	62	24018	29176	*	*	*	32	123	21772	26394	27500	23000	15000
SOCIAL SERVICES														
ADMINISTRATION	1	14	30000	19138	*	*	*	9	34	22180	20069	*	*	*
COUNSELING	6	17	19167	17866	*	*	*	26	62	18100	17107	22000	18000	14000
FUNDRAISING / DEVELOPMENT	+	3	+	18500				+	4	+	17685			
SOCIAL WORK	6	16	19367	18278	*	*	*	25	55	17794	17470	20280	18000	14000
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	55	151	27326	28899	31000	28000	22500	262	576	28483	28799	33700	28530	23040
INFORMATION SYSTEMS	20	75	33251	30816	36960	32550	29450	105	253	30737	29911	35000	31000	27000
SYSTEMS ANALYSIS & DESIGN	34	95	29723	30889	34000	29460	26000	122	344	29829	30178	34800	29640	25500
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	19	29	32705	32700	*	*	*	26	50	32293	32220	35000	32020	29520
AGRICULTURE/NAT'L RESOURC	2	13	23250	20954	*	*	*	38	91	20978	21863	26000	20500	17500
ARCHITECTURE	+	2	+	36500				2	10	25000	28290	*	*	*
CONSULTING	61	183	29660	29328	33700	30000	26000	243	491	29697	29214	34000	29000	26000
HUMAN RESRCS /INDUS RELS	12	31	25922	25484	*	*	*	30	95	24289	23651	30000	24350	19500
MANAGEMENT TRAINEE	209	547	22007	22823	27840	21500	17000	534	1354	22555	22764	30000	22000	16500
MATH/STATISTICIANS	4	10	26631	23959	*	*	*	5	33	27545	23647	*	*	*
PARALEGAL	1	16	37000	21706	*	*	*	3	25	21833	20592	*	*	*
RESEARCHERS NON-TECHNICAL	1	6	19500	21157	*	*	*	2	13	20262	22612	*	*	*
RESEARCHERS - TECHNICAL	8	17	26279	27590	*	*	*	25	43	29099	28678	35500	30000	21600
TEACHING	40	109	20555	20291	26000	20888	15000	146	523	20482	20475	24000	21000	14800
TOTALS	2175	5492						7481	17694					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MCPA REGIONAL Report No. 5 JULY 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	9	57	$32622	$30961	*	*	*	27	239	$33144	$31257	$37000	$34500	$27500
MBA--NON-TECH	65	107	34152	33959	$42000	$34000	$25000	143	362	35579	35225	48000	35000	26000
MBA--TECH	7	20	35040	38099	*	*	*	45	79	41012	39402	51600	40000	31500
MS-BUSINESS	12	18	42740	40982	*	*	*	30	39	44181	42121	53000	42290	33800
ECONOMICS & FINANCE (BANK	78	88	39434	38966	48000	39000	32760	214	235	42435	41841	52000	42000	34600
HUMAN RESOURCES (INCL LAB	15	21	40887	39090	*	*	*	38	53	41924	38700	49000	42500	32400
MANAGEMENT INFORMATION SY	7	17	35346	36666	*	*	*	13	33	34425	35820	*	*	*
MARKETING/MKTNG MGT (RESE	34	41	41626	40678	51000	42000	33600	129	141	44014	43503	53000	45000	33600
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	2	2	34900	34900	*	*	*	3	8	33587	29320	*	*	*
JOURNALISM	+	+	+	+				2	2	21500	21500	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	1	1	20000	20000	*	*	*	4	16	28134	23926	*	*	*
ELEMENTARY EDUCATION	+	2	+	25500				2	29	23000	24354	*	*	*
PHYSICAL EDUCATION	2	2	24250	24250	*	*	*	2	7	24250	23286	*	*	*
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	4	4	23784	23784	*	*	*	6	14	23752	23764	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	16650			
LETTERS	2	3	32750	29394	*	*	*	2	7	32750	26026	*	*	*
VISUAL & PERFORMING ARTS	3	3	23967	23967	*	*	*	3	5	23967	22845	*	*	*
HUMANITIES - OTHER	5	5	33968	33968	*	*	*	8	9	34355	32760	*	*	*
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	1	1	22145	22145	*	*	*	1	1	22145	22145	*	*	*
PSYCHOLOGY	1	2	20000	19500	*	*	*	10	12	23461	23209	*	*	*
SOCIOLOGY	+	+	+	+				1	3	24000	24267	*	*	*
SOCIAL SCIENCES - OTHER	+	+	+	+				10	13	32508	30853	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	4	4	35970	35970	*	*	*	10	15	35250	35934	*	*	*
AGRICULTURAL	+	1	+	35400				2	3	28500	30800	*	*	*
BIOENGINEERING & BIOMEDIC	+	1	+	27950				2	3	32750	31150	*	*	*
CHEMICAL	5	24	38300	41462	*	*	*	30	68	39563	40352	41500	40000	37000

continued

MCPA REGIONAL Report No. 5 JULY 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	30	39	$34363	$35077	$38676	$34000	$31000	69	112	$34068	$34912	$38676	$34000	$30000
COMPUTER	9	11	36767	38264	*	*	*	14	18	38754	39297	*	*	*
ELECTRICAL/ELECTRONIC	43	55	38737	39012	42000	39360	34000	110	173	38957	38658	43600	39000	34000
INDUSTRIAL	7	11	38530	38253	*	*	*	20	32	37618	36989	42000	38760	32000
MECHANICAL	30	51	38430	36980	42000	38700	34500	86	165	39417	37856	43000	39000	34500
METALLURGICAL	1	5	41500	37552	*	*	*	11	24	38250	37917	*	*	*
MINING & MINERAL	+	+	+	+				12	14	33775	35007	*	*	*
NUCLEAR	4	5	39965	39048	*	*	*	6	7	39243	38691	*	*	*
PETROLEUM	+	4	+	47150				1	31	47300	44097	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	3	5	41667	34147	*	*	*	5	9	33341	28291	*	*	*
HEALTH SCIENCES	2	3	27000	24240	*	*	*	13	17	26192	25895	*	*	*
NURSING	4	4	55500	55500	*	*	*	4	4	55500	55500	*	*	*
SCIENCES														
AGRICULTURAL & NATL RESOU	+	1	+	30000				1	7	26000	26671	*	*	*
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	1	+	28080			
BIOLOGICAL	1	2	22000	26000	*	*	*	2	5	20350	24012	*	*	*
CHEMISTRY	5	6	36944	36657	*	*	*	11	13	35465	34411	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	24	57	40720	38404	44000	41100	37745	62	137	38341	37710	44000	38150	30000
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	1	4	41820	38755	*	*	*	2	34	33410	37134	*	*	*
MATHEMATICS (INCL ACTUARI	4	6	34376	30334	*	*	*	9	18	33056	29206	*	*	*
PHYSICS	+	+	+	+				+	3	+	27219			
POLYMER	+	2	+	34980				+	2	+	34980			
TOTALS	425	695						1175	2229					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 5/6/91 THROUGH 6/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	53	60	$41828	$41173	$54000	$40000	$33000	120	184	$45102	$44328	$56000	$45000	$31000
MBA--TECH	19	26	51537	49085	*	*	*	50	71	49614	48762	60000	50000	35000
OVER 2 TO 4 YEARS														
MBA--NON-TECH	84	97	48239	48008	60000	49300	38000	181	300	50534	48622	65000	51000	38000
MBA--TECH	52	58	53712	53184	65000	53500	42000	119	161	54257	52801	70000	54000	45000
OVER 4 YEARS														
MBA--NON-TECH	244	264	53017	52026	70000	53000	40000	302	407	52871	50782	70000	52650	40000
MBA--TECH	105	117	54827	54295	72000	53500	45000	154	196	54794	53706	70000	54000	45000
TOTALS	557	622						926	1319					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	5	16	$58700	$59894	*	*	*	11	26	$55455	$58458	*	*	*
ECONOMICS	1	2	33500	43000	*	*	*	1	2	33500	43000	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	5	6	46100	43417	*	*	*	6	11	45583	40597	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	1	1	45000	45000	*	*	*	1	3	45000	36667	*	*	*
FOREIGN LANGUAGES	+	+	+	+				1	2	28000	36870	*	*	*
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	3	4	36333	38250	*	*	*	7	9	44143	45078	*	*	*
SOCIOLOGY	1	1	40000	40000	*	*	*	1	1	40000	40000	*	*	*
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	3	+	46027			
CHEMICAL	21	47	53571	53612	$56040	$55500	$52800	28	75	53507	53114	$56040	$55250	$50460
CIVIL	+	+	+	+				3	6	42667	41499	*	*	*
COMPUTER	2	3	48500	55833	*	*	*	4	5	50375	54400	*	*	*
ELECTRICAL/ELECTRONIC	3	17	51234	56414	*	*	*	8	29	52150	56164	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				1	1	54000	54000	*	*	*
MECHANICAL	5	7	48076	44883	*	*	*	8	12	46348	46196	*	*	*
METALLURGICAL	4	5	51640	51212	*	*	*	14	18	49271	48739	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	3	3	46183	46183	*	*	*	4	4	43638	43638	*	*	*
BIOLOGICAL	1	2	25000	33125	*	*	*	4	6	29000	31800	*	*	*
CHEMISTRY	11	15	51533	48665	*	*	*	57	66	49393	48608	53000	50000	45000
GEOLOGICAL (INCL GEOPHYS)	+	1	+	46000				+	10	+	52184			
MATHEMATICS	+	+	+	+				4	6	39850	38483	*	*	*
PHYSICS	1	3	30000	38100	*	*	*	3	5	36667	38860	*	*	*
POLYMER	+	1	+	52500				3	6	48533	48417	*	*	*
TOTALS	67	134						169	307					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	27742 924 38500/25000			24893 23 40000/21500	23756 4	23625 4		24713 6	27000 1
BUSINESS ADMIN (INCL MGMT	21120 1	23500 2		21909 28 31700/17000	21391 8	20000 1	27873 8	26865 26 39000/25000	18000 1
ECONOM & FINANCE (BANKING	30886 22 38500/28500			25318 133 43000/21000	28250 8	24740 5	23600 2	28852 60 37500/26000	21600 1
MANAGEMENT INFO SYSTEMS	28844 9			25500 2		29404 4	29444 9	30314 14	
MARKETING/MARK MGMT (RESR	27000 1	17000 6		23240 20 32400/20000	24000 1	27900 5	24857 7	24400 5	
REAL ESTATE				22500 2					
ADVERTISING		23000 7			21000 1	23400 4			
COMMUNICATIONS		18573 6		22400 5		20100 6	23600 5	26500 1	20000 1
JOURNALISM		16971 8		22000 1		22150 8	20750 4	22000 1	
TELECOMMUN/BROADCASTING				22000 2		26240 4			
TEXTILES & CLOTHING						13000 1			
FOREIGN LANGUAGES		31500 1	22100 1						
LETTERS (incl English, Li		21000 1		18000 1		20500 2		31000 1	
VISUAL & PERFORMING ARTS		16250 2	17000 1						
HUMANITIES - OTHER		12480 1		40000 1		19500 1			
HISTORY				27000 1		24000 1	16000 1	32000 1	
POLITICAL SCIENCE/GOVT				22000 2	16000 1	17000 1	28900 1	25550 2	
PSYCHOLOGY						35000 1			22000 1
SOCIOLOGY								20000 1	
SOCIAL SCIENCES-OTHER						20000 1	25000 1	20800 1	14560 1
AEROSPACE & AERONAUTICAL								31900 3	
AGRICULTURAL								31700 1	
ARCHITECTURAL								28750 2	29220 3

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
CHEMICAL								34998 10	34000 1
CIVIL			32000 2					29040 79 36500/26400	29046 34 36000/27000
COMPUTER	29500 1					36433 3	27333 6	27667 9	30000 1
ELECTRICAL/ELECTRONIC	33600 3				28000 1	34673 22 39200/32000	30967 9	31867 42 37100/29000	32056 9
INDUSTRIAL	31500 2					32588 4	33192 6	30706 33 40000/28500	32500 2
MECHANICAL			35900 1				33333 3	32424 42 40000/29000	34708 15
METALLURGICAL								31200 2	33000 1
MINING (INCL GEOLOGICAL)								30100 11	26400 1
NUCLEAR								33200 2	
PETROLEUM									40000 1
ENGINEERING TECHNOLOGY								31333 3	
INDUSTRIAL TECHNOLOGY								31000 1	
AGRIBUSINESS								23000 1	
ANIMAL SCIENCES								21500 1	
PLANT SCIENCES								20000 2	
NATURAL RESOURCES								27000 1	
COMPUTER SCIENCE	29140 5			28401 3		32182 16	27985 42 39000/23000	30367 36 38400/28000	28000 2
COMPUTER PROGRAMMING							22000 2		
INFORMATION SCIENCES & SY	29429 7			30000 3		29180 6	26250 4	31492 12	28000 1
SYSTEMS ANALYSIS								28000 2	
ACTUARIAL	33000 1						24000 1	34643 7	
BIOLOGICAL									18500 1
CHEMISTRY								22500 2	19000 1

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
GEOLOGY & GEOLOGICAL SCI									24400 5
MATHEMATICS	31000 2			40000 1			29900 2	32967 6	
PHYSICS							19000 1		

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	24368 16	21750 2	25500 4	25749 36 32000/23000	20500 1	22045 13	14000 1		20000 1
BUSINESS ADMIN (INCL MGMT	19738 12	22186 7	17500 4	24339 58 35000/20800		20885 101 44000/17000	20167 3		26000 2
DISTRIBUTION MANAGEMENT						20250 2			
ECONOM & FINANCE (BANKING	24027 28 35500/15500		19500 2	25096 60 39000/20000		21880 27 28000/17000	17060 1	19500 1	24250 2
HOTEL/RESTAURANT MGMT.		20125 8	20044 40 28000/15705			21875 2			
HUMAN RSRCS (incl LABOR R				24700 1		18000 1			
MANAGEMENT INFO SYSTEMS	27633 9			27015 13		26431 5			27300 1
MARKETING/MARK MGMT (RESR	21820 10	18000 1	20500 2	24787 31 33000/22000		22844 146 45000/19000			26225 4
ADVERTISING	36000 1			25000 1		19500 5			15000 1
COMMUNICATIONS	23000 3	20000 3	15000 1	23511 9		22363 12			18000 1
JOURNALISM	25000 1			25300 5		23429 7			16236 8
TELECOMMUN/BROADCASTING			23000 2	24333 3		20923 13			
HUMAN ECOLOGY (HOME ECONO			22000 1	15300 1		19250 2			
TEXTILES & CLOTHING						20526 43 27000/16000			
MERCHANDISING MANAGEMENT						21912 21 27000/20000			
FOREIGN LANGUAGES				21600 1		19400 2	25000 1		
LETTERS (incl English, Li	25000 1			23100 2	12500 1	18714 7			15232 3
VISUAL & PERFORMING ARTS		13000 2				16300 5			15124 4
HUMANITIES - OTHER	20000 1	37000 1		23998 9		22165 17		25000 1	
CRIMINAL JUSTICE				20000 1	19833 3	17926 2		23000 1	
HISTORY				17500 1		15000 1			
POLITICAL SCIENCE/GOVT	25667 3			24233 3	11440 2	20571 7		22000 1	26525 2
PSYCHOLOGY		18763 4	17000 1	24400 3		20283 15		21000 1	

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE		HOSPITALITY(AM		HOSPITALITY(HO		INSURANCE		LEGAL SVCS	MERCHANDISING		PERSONNEL SUPP		PROTECTIVE SER		PUBLISHING	
SOCIOLOGY	20000	1			19250	2	19000	1		19400	2	14000	1	23000	1		
SOCIAL SCIENCES-OTHER							23500	1		21900	4						
COMPUTER							24000	1		25250	2						
ELECTRICAL/ELECTRONIC										26500	1						
INDUSTRIAL	31000	1					25500	2									
MECHANICAL										33000	2						
ENGINEERING TECHNOLOGY																28000	1
INDUSTRIAL TECHNOLOGY	33000	1															
AGRIBUSINESS			21500	2						17750	1						
PLANT SCIENCES										12480	1						
NATURAL RESOURCES										20000	1						
OTHER AGRICULTURAL SCIENC										22000	1						
COMPUTER SCIENCE	27569	13			22500	1	27074	16		26913	8			22500	1	28000	4
COMPUTER PROGRAMMING							27271	9		27750	2						
INFORMATION SCIENCES & SY	16000	1					28854	3									
PHARMACY										36000	1						
ACTUARIAL	32000	1					31784	16									
BIOLOGICAL										21200	5						
CHEMISTRY																15600	1
MATHEMATICS	31500	1					27786	8		22820	3						

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE		RESEARCH ORGAN		TRANSPORTATION		UTILITIES		EDUCATION		FEDERAL GOVERN		LOCAL/STATE GO		HOSPITALS		HEALTH SRVCS (	
ACCOUNTING	23250	6			21563	7	25833	11	19000	2	22101	13	24422	9	26667	3	23665	8
BUSINESS ADMIN (INCL MGMT			23836	5	22100	4	27718	5	23125	4	22503	13	24440	5	20000	1	23333	3
DISTRIBUTION MANAGEMENT					26000	1					22500	1						
ECONOM & FINANCE (BANKING					18500	2	24440	5			21893	12	22926	5			28400	5
HUMAN RSRCS (incl LABOR R											22067	1	24500	1				
MANAGEMENT INFO SYSTEMS			23040	1	29400	1	29273	11	28900	1			28000	1	28600	1		
MARKETING/MARK MGMT (RESR	18000	2	25000	1	18800	5	22296	5			22100	1	21367	3			29714	7
ADVERTISING	50000	1																
COMMUNICATIONS	10900	1			20500	5	20460	4	21333	3	23531	4	24000	1	22500	3	19000	1
JOURNALISM	22000	1							16500	2								
TELECOMMUN/BROADCASTING									20000	1							28000	1
ELEMENTARY EDUCATION									20162 29919/14800	71								
PRE-ELEMENTARY EDUCATION									20193	6								
PHYSICAL EDUCATION									18990	6					13440	1	23000	1
SPECIAL EDUCATION									22083	12								
HUMAN ECOLOGY (HOME ECONO															23478	5	23000	1
FOREIGN LANGUAGES							23000	1	19473	7								
LETTERS (incl English, Li									21057	7	21987	2					12700	2
VISUAL & PERFORMING ARTS							15750	2	20418	10			12000	1	18600	1	18720	1
HUMANITIES - OTHER									21019	3			36500	1	21500	2	12000	1
CRIMINAL JUSTICE									15013	1	16500	2	23805	18	22000	1		
HISTORY									20750	2								
POLITICAL SCIENCE/GOVT											22800	5	19230	4				

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
PSYCHOLOGY					19423 6		15100 2	20050 4	15867 7
SOCIOLOGY							23500 4	19000 1	17617 4
SOCIAL SCIENCES-OTHER	15000 1		25000 1		20509 5	24000 2	17987 5		17750 2
AEROSPACE & AERONAUTICAL		30000 1				27951 10			
AGRICULTURAL							32167 3		
ARCHITECTURAL						27332 1			
CHEMICAL		35465 3	24812 1	30600 2		22067 1			
CIVIL		32600 3	25949 26 29760/24144	32992 9		26722 15	27519 96 38000/24752		
COMPUTER		29250 2		35000 2	26400 1	32985 2	26750 2		
ELECTRICAL/ELECTRONIC		35288 10		33276 82 39000/31800		28480 29 36500/22800	31250 2		
INDUSTRIAL			32540 1	32845 5		25695 3	23890 2	29120 1	
MECHANICAL		33889 9		32682 46 37800/30000		29106 14	32080 2		
METALLURGICAL				50400 1			26000 1		
NUCLEAR		34560 1		33200 2		28375 3	33500 1		
ENGINEERING TECHNOLOGY		32500 1		32600 1	31500 1	37294 1		19500 1	
ANIMAL SCIENCES					18000 1	22200 1			
COMPUTER SCIENCE		30900 6	29400 1	31551 7	25864 2	26739 4	24695 4	34000 1	29000 1
COMPUTER PROGRAMMING			29400 1						
INFORMATION SCIENCES & SY				29500 1		20195 1			28857 7
ALLIED HEALTH					21940 2	26000 1		30146 28 35500/27000	27938 8
HEALTH SCIENCES								24685 6	23750 2
NURSING							22175 1	27373 58 40000/22000	33555 2
PHARMACY								42000 1	

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ARCHITECTURAL & ENVIRONME					25000 2				
BIOLOGICAL		16000 1			22000 2	28000 1	22366 2	22250 2	14400 1
CHEMISTRY		23880 2	33000 1	28800 3	12693 3	27332 1	24500 1		
GEOLOGY & GEOLOGICAL SCI		21600 1				33000 1			
MATHEMATICS					20932 8	21023 1	13650 1	22000 1	
PHYSICS						24000 1			

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING	23000 1			25500 1	27173 6	24667 3	25786 7	22250 2	28332 21 31000/264(
BUSINESS ADMIN (INCL MGMT				20800 1	24750 2	27000 1	30675 16	18333 3	28001 16
DISTRIBUTION MANAGEMENT							29200 2		29500 1
ECONOM & FINANCE (BANKING	23000 1			26000 1	25840 2	25500 3	28493 21 35000/25500	25400 2	30032 13
HUMAN RSRCS (incl LABOR R								27000 2	30000 1
MANAGEMENT INFO SYSTEMS					26497 7	31000 1			32452 5
MARKETING/MARK MGMT (RESR					23920 1	25500 1	28956 13	28000 2	28143 23 37300/25000
ADVERTISING								18000 1	23000 1
COMMUNICATIONS			15000 1	16645 1		21600 1	27925 4	23740 2	31233 3
JOURNALISM						13000 1	24000 1		29900 2
TELECOMMUN/BROADCASTING							30000 2		29300 4
ELEMENTARY EDUCATION	14773 3						16000 1		
PRE-ELEMENTARY EDUCATION	20000 1								
HUMAN ECOLOGY (HOME ECONO			16500 1						
LETTERS (incl English, Li							38000 1	20800 1	
VISUAL & PERFORMING ARTS			28000 1						
HUMANITIES - OTHER				15500 1			32900 2		
CRIMINAL JUSTICE			15000 2						
HISTORY			24000 1						
POLITICAL SCIENCE/GOVT	15600 1		21000 2						24167 3
PSYCHOLOGY	17020 3		18850 15	17700 1			33500 2		32796 1
SOCIOLOGY	18000 1		16680 5						
SOCIAL SCIENCES-OTHER			19196 5	18000 1			20000 1		

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
AEROSPACE & AERONAUTICAL					30701 33 38480/29000		32000 1		
AGRICULTURAL						25000 2	33317 6		
ARCHITECTURAL								27250 2	
CHEMICAL					35220 2	36300 7	35848 10		37336 216 41500/35820
CIVIL					30500 2	37000 1	30568 5	29473 11	35208 2
COMPUTER					31070 2		32000 1		33475 5
ELECTRICAL/ELECTRONIC				30500 1	32896 49 38200/30420	39600 1	33637 75 37200/32000		36591 26 39732/34800
INDUSTRIAL					24000 1	33800 2	33018 40 40000/31000	33020 3	34951 31 41316/32100
MECHANICAL					31206 46 39260/29000	34273 8	33652 171 41280/31000	34150 4	36698 65 54780/33600
METALLURGICAL							34493 9		30900 2
MINING (INCL GEOLOGICAL)							26400 1		
ENGINEERING TECHNOLOGY		27000 1			29690 10		37964 13	26720 5	36240 3
INDUSTRIAL TECHNOLOGY					31200 1		25960 5		
AGRIBUSINESS	22000 1					22950 10			28500 1
ANIMAL SCIENCES	25000 1					18889 9			
PLANT SCIENCES						19500 2			
COMPUTER SCIENCE			26000 1		28602 15		29160 5		33214 16
COMPUTER PROGRAMMING	20238 1								
INFORMATION SCIENCES & SY							28800 4		32783 10
HEALTH SCIENCES				20000 1					
NURSING						25000 1			
PHARMACY									40260 4
ARCHITECTURAL & ENVIRONME								19500 1	

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BIOLOGICAL			13500 1			26000 1			27333 3
CHEMISTRY							30000 1		29869 26 36000/24960
MATHEMATICS					33000 1		31200 2	23500 1	35000 2
OTHER PHYSICAL & EARTH SC							30000 1		
POLYMER SCIENCE									37500 1

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD &~PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	32239 14	28245 16	28339 14	29750 4	23268 5	26500 1	29500 1	26500 3	28013 45 35000/26000
BUSINESS ADMIN (INCL MGMT	32217 6	26983 12	27664 28 44000/25000	25000 2	24167 6		27680 5	30467 3	26700 5
DISTRIBUTION MANAGEMENT		33800 1	30250 2	30000 1					
ECONOM & FINANCE (BANKING	27884 19	28416 25 30500/25400	26143 7	27050 5	27000 1	26500 1	26350 4	28300 6	29275 12
HOTEL/RESTAURANT MGMT.			27650 2						
HUMAN RSRCS (incl LABOR R			26000 1				23000 1		26500 3
MANAGEMENT INFO SYSTEMS	29975 2	28008 1	25782 5	33000 1	29500 1	27600 1	29800 2	30000 1	
MARKETING/MARK MGMT (RESR	26459 22 30400/25000	25774 11	25467 45 35500/24000	24791 10			27333 6	25413 8	26750 4
ADVERTISING			26000 1	25000 1	25000 1				
COMMUNICATIONS	31020 2		26100 2	23250 2					
JOURNALISM			22050 2						29380 1
TELECOMMUN/BROADCASTING	26000 1		26500 3						
TEXTILES & CLOTHING	26000 1	27000 1							
FOREIGN LANGUAGES			25000 1						
LETTERS (incl English, Li		22500 1							
VISUAL & PERFORMING ARTS	19600 1								
HUMANITIES - OTHER		28500 1	19250 2	18750 2			24250 2		
CRIMINAL JUSTICE	21000 1							22000 1	
POLITICAL SCIENCE/GOVT	25000 1		24500 1					29000 1	
PSYCHOLOGY			29000 1					17160 1	24504 1
SOCIOLOGY				28000 1					
SOCIAL SCIENCES-OTHER				28000 1		12584 1			
AEROSPACE & AERONAUTICAL	29750 2	34800 2		37500 2	23040 1				35700 2

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
AGRICULTURAL			33600 3						34320 2
BIOENGINEERING & BIOMEDIC		32000 1							
CHEMICAL		37632 10	37156 40 40250/35000	38142 12	36120 4		37071 14	37154 13	38755 169 46200/36500
CIVIL		33300 4			29951 9	33165 4	35500 1	32400 2	35269 26 38040/32500
COMPUTER	33986 30 42000/32500	34795 22 45700/32500						31800 1	34525 4
ELECTRICAL/ELECTRONIC	33953 48 39200/32240	33567 135 38700/31408	35058 8	36350 5	34456 32 38100/33000	38000 1	37500 1	36657 16	36725 37 39600/35900
ENIVRONMENTAL ENGINEERING						28000 1			
INDUSTRIAL	33626 7	32721 35 38500/31000	34021 19	33008 6	33451 29 38400/32400	35400 1	30000 1	33625 8	33798 5
MECHANICAL	36120 3	33494 89 37500/30840	34522 23 37500/33000	36660 10	32655 51 36000/28500		33333 9	35975 20 38500/34200	37238 125 54487/33500
METALLURGICAL	35400 1	33025 4			33733 43 36000/32400			34800 2	40200 1
MINING (INCL GEOLOGICAL)						33591 5			33900 1
NUCLEAR		35400 2			36000 1				
PETROLEUM									39226 16
ENGINEERING TECHNOLOGY		29400 4		32000 1	29592 10			31000 1	33943 5
INDUSTRIAL TECHNOLOGY			32000 1						
AGRIBUSINESS					33000 1				32000 1
ANIMAL SCIENCES			27000 1						
PLANT SCIENCES			26000 1						
OTHER AGRICULTURAL SCIENC			21525 4						
COMPUTER SCIENCE	31404 20 37620/27600	33358 30 44040/31820	31500 2	34800 1	31950 2		31950 2	32400 2	34662 20 48000/32000
INFORMATION SCIENCES & SY	30243 13	29550 4							29900 10
SYSTEMS ANALYSIS					31000 1				
BIOLOGICAL								21792 1	

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
CHEMISTRY			33800 2						
GEOLOGY & GEOLOGICAL SCI									39500 1
MATHEMATICS	30000 1		27500 1						38000 1
PHYSICS									33600 1

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING		29400 1	29250 2	12000 1	17500 1	26333 3	22009 11
BUSINESS ADMIN (INCL MGMT	24633 3	22000 1	30546 6		20900 9	22000 1	22600 14
ECONOM & FINANCE (BANKING	24333 3		31000 3	26100 1	27625 4	27500 4	22806 9
MANAGEMENT INFO SYSTEMS			31700 2	30000 1			23000 1
MARKETING/MARK MGMT (RESR	25390 20 27400/23950		26333 3	25300 2	27333 9	23020 2	21648 23 30000/16500
ADVERTISING							18500 3
COMMUNICATIONS					24000 1	26750 2	18167 3
JOURNALISM					27000 3	18000 1	21011 7
TELECOMMUN/BROADCASTING			12000 1		28400 3		
PRE-ELEMENTARY EDUCATION							18000 1
TEXTILES & CLOTHING					17853 3		
FOREIGN LANGUAGES							20000 1
VISUAL & PERFORMING ARTS							24000 1
HUMANITIES - OTHER					27500 1		23000 1
HISTORY							25000 1
POLITICAL SCIENCE/GOVT	35000 1						21000 2
PSYCHOLOGY					27500 1	24000 1	19000 1
SOCIOLOGY	22000 1						14000 1
AEROSPACE & AERONAUTICAL							25500 2
AGRICULTURAL							28866 5
BIOENGINEERING & BIOMEDIC			30720 5				
CHEMICAL		38100 1	38400 1	36940 1		37667 3	32440 4
CIVIL			28000 1	37500 1		27540 2	29443 15

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 2

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
COMPUTER													29710	10
ELECTRICAL/ELECTRONIC	32400	1	35100	1	34920	5	32500	1			32524	11	32053 40000/27500	25
ENIVRONMENTAL ENGINEERING	33000	1											28000	1
INDUSTRIAL	33250	2			34000	1	30500	1	28600	4	32460	17	29315	13
MECHANICAL	38650	2	35000	1	33645	10	34200	3	35400	1	36180	15	31939 39600/27400	40
METALLURGICAL							32020	5			34320	1	30250	2
MINING (INCL GEOLOGICAL)									28000	1				
ENGINEERING TECHNOLOGY	23530	2			33500	2	25000	1			27170	1	27520	5
INDUSTRIAL TECHNOLOGY													19333	3
AGRIBUSINESS													21100	1
ANIMAL SCIENCES													14400	1
PLANT SCIENCES													19333	3
NATURAL RESOURCES													18140	2
COMPUTER SCIENCE			30000	1	30033	3					29000	1	29780	4
COMPUTER PROGRAMMING									21375	2				
INFORMATION SCIENCES & SY													19000	1
CHEMISTRY											33180	1	20450	2
POLYMER SCIENCE							33000	1						

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	27817 957 38500/25000	19255 34 31500/14000	19550 2	24530 221 43000/20000	24050 23 39000/18500	23697 49 45000/15000	25792 38 32500/19000	27964 119 39000/25000	20527 6
BACHELOR - TECHNICAL	30476 21 34800/29000		33300 3	30743 7	28000 1	33185 51 39200/29340	28540 76 39000/22500	30646 310 40000/27000	30208 78 60000/25000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	23702 86 48000/15600	20566 28 37000/15000	20208 59 28000/15705	24791 240 39000/20000	16483 7	21630 462 45000/17000	18651 7	22250 6	19822 29 33000/13200
BACHELOR - TECHNICAL	27883 18	21500 2	22500 1	28564 55 37000/24000		24875 28 36000/18000		22500 1	25933 6

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	22783 12	23889 7	21278 26 29400/16000	25336 44 32000/18500	20366 149 36415/15000	22184 56 35000/16973	22755 60 38000/17600	22162 23 31000/18500	22170 44 48000/14560
BACHELOR - TECHNICAL		32210 40 39200/28000	26575 31 33000/24500	32984 161 50400/31000	21411 22 32000/13500	27883 91 42000/22800	27369 118 42000/24732	27990 99 42000/22000	27786 21 36000/26000

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	17725 11		18716 33 32000/14400	20021 7	26312 18	24418 11	28863 73 50000/24000	23105 15	28739 94 37300/24500
BACHELOR - TECHNICAL	22413 3	27000 1	19750 2	25250 2	31285 162 39260/29000	27545 44 39600/18000	33477 350 60000/30000	29295 27 41400/23500	36097 413 54780/32000

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	28516 70 55000/21000	27673 69 33800/23520	26409 117 44000/21500	26005 30 33000/22750	24488 14	23296 4	27067 21 31500/25000	26757 24 33400/24000	27969 71 36000/26000
BACHELOR - TECHNICAL	33114 125 42000/28000	33549 342 46000/31000	34639 105 41000/31500	36376 37 40000/32000	33073 184 39000/29520	33501 12	35211 28 40500/31200	35482 66 39000/33000	37316 427 54487/33000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	25418 28 35000/22000	25700 2	28775 17	23740 5	24596 35 31000/17000	25181 14	
BACHELOR - TECHNICAL	32033 8	34550 4	32934 28 38400/29000	32724 14	27569 8	33539 52 47000/28080	

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	32885 26 41000/29000	38400 2		30971 11	43250 2		35087 3	36913 15	
MBA--TECH			29120 1	55000 1	55800 5	38600 5	37767 3		29000 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	38750 2	39000 2		35000 3		32500 5			
MBA--TECH				33275 4					

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH	32500 4		34000 3	37000 1		27333 3	22000 1	29167 3	35833 3
MBA--TECH	40000 1			42300 1			30300 1		

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH		20000 1			26500 1		35608 13	33000 2	44063 8
MBA--TECH							41250 4	33000 1	44513 6

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	33000 1	41500 4	37761 5	55000 3	29000 1		38600 3	35500 2	36764 5
MBA--TECH	35000 2	40000 1	42250 2	48000 1	40250 1			34000 1	41800 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH					33000 1	37843 3	52000 1
MBA--TECH					36000 1		

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	27789 934 38500/25000	25791 245 55000/19500	21500 1	24875 4	23000 1				27363 23 31000/24000
BUSINESS ADMIN (INCL MGMT	22040 3	22056 9	21412 13	21216 5	27000 1			15000 1	26107 19
ECONOM & FINANCE (BANKING	30567 15	27125 38 48000/20000	25583 12	24671 75 32000/21000	29350 10	33000 1	20000 1	25750 2	28110 117 40000/23000
HOTEL/RESTAURANT MGMT.		21000 1							
MANAGEMENT INFO SYSTEMS	28820 5								28733 3
MARKETING/MARK MGMT (RESR	27000 1	20367 3	20625 4	23945 11				24000 1	21667 3
REAL ESTATE				24000 1					21000 1
ADVERTISING				21000 1					36000 1
COMMUNICATIONS		19000 2	23000 1	18161 4					35000 1
JOURNALISM		16500 4							
TELECOMMUN/BROADCASTING				19000 1					
ELEMENTARY EDUCATION		16000 1							
HUMANITIES - OTHER		25000 1							
POLITICAL SCIENCE/GOVT		35000 1	22000 1	22000 1					36000 1
PSYCHOLOGY		23000 1							22000 1
SOCIAL SCIENCES-OTHER		15000 1							20000 1
CIVIL								29000 1	
INDUSTRIAL									31000 1
INDUSTRIAL TECHNOLOGY									33000 1
COMPUTER SCIENCE	24000 1								
INFORMATION SCIENCES & SY	26500 2								
MATHEMATICS				11440 1					

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING	24000 1	27996 1	21700 2						
BUSINESS ADMIN (INCL MGMT	24500 2	24711 22 28500/22000	22184 17		17000 1			20800 1	
ECONOM & FINANCE (BANKING	26750 4	25200 22 39000/20800	22416 12						
MARKETING/MARK MGMT (RESR	18000 1	25111 9	22515 6		18200 5				
ADVERTISING							24500 4	18000 1	21000 2
COMMUNICATIONS		27100 2	23000 4	17250 2	20150 2		24998 12	21142 13	19700 3
JOURNALISM			21750 2	12532 2		18735 8	10700 1	23054 7	18643 7
TELECOMMUN/BROADCASTING		25333 3				28480 2	24000 2	20000 1	
TEXTILES & CLOTHING				15000 1					
FOREIGN LANGUAGES			21600 1						
LETTERS (incl English, Li		24000 1	22200 1			22000 1		19000 1	16348 2
VISUAL & PERFORMING ARTS				18017 6			15838 4		
HUMANITIES - OTHER		23250 4	24900 3	12480 1					
CRIMINAL JUSTICE		20000 1						15013 1	
HISTORY				25000 1					
POLITICAL SCIENCE/GOVT	20500 2		22350 2	26000 1				15600 1	17000 1
PSYCHOLOGY		14700 1			35000 1			17000 1	
SOCIOLOGY			21000 1						
SOCIAL SCIENCES-OTHER			23500 1						
ELECTRICAL/ELECTRONIC				33780 1					
INDUSTRIAL		26000 1	25000 1						
MECHANICAL				34000 1			35110 8		26000 1
METALLURGICAL							33000 1		

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ENGINEERING TECHNOLOGY				25020 3					
INDUSTRIAL TECHNOLOGY									26000 1
AGRIBUSINESS								22000 1	
COMPUTER SCIENCE			11520 1						
ACTUARIAL		17500 1							
CHEMISTRY									15600 1
MATHEMATICS	15000 1								

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING			21000 2				21750 4	25206 2	22097 15
BUSINESS ADMIN (INCL MGMT		25342 9	25118 25 34200/20000	27831 11	20500 2	31048 10	25301 55 50000/20000	21540 2	
DISTRIBUTION MANAGEMENT		30000 1		30300 5		29200 1			
ECONOM & FINANCE (BANKING			22942 13		25767 3	35000 1	25050 59 40000/19200	20165 3	23341 3
HOTEL/RESTAURANT MGMT.							27650 2		
HUMAN RSRCS (incl LABOR R							25000 1		
MANAGEMENT INFO SYSTEMS							28000 1		
MARKETING/MARK MGMT (RESR	20000 4	23487 12	23499 81 30000/19500	24333 3	20988 8	21000 3	25911 218 48000/22000	22000 2	22100 1
ADVERTISING	26375 4				15000 1		23509 11		
COMMUNICATIONS	18500 2	22033 3	22500 2				24425 19	15600 1	
JOURNALISM	18750 4	20793 2	22750 4				27050 10		
TELECOMMUN/BROADCASTING			21200 10				26181 16		
HUMAN ECOLOGY (HOME ECONO	22000 1						15300 1		
TEXTILES & CLOTHING			20855 33 27000/19000				20750 4		
MERCHANDISING MANAGEMENT			23125 8						
FOREIGN LANGUAGES					31500 1		20333 3		
LETTERS (incl English, Li			23000 2	13000 1			23000 3	27000 1	
VISUAL & PERFORMING ARTS		13645 1					13125 4		
HUMANITIES - OTHER		11500 1	22063 8			46000 1	25130 10		
CRIMINAL JUSTICE							22000 1	19998 2	20900 1
HISTORY		19500 2					16000 1		
POLITICAL SCIENCE/GOVT		17500 1					25793 7	18644 9	24000 1
PSYCHOLOGY			20160 5		21000 1		24645 8		

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
SOCIOLOGY			19200 1				23200 3		
SOCIAL SCIENCES-OTHER		20000 1		25000 1			28000 1	17160 2	
AEROSPACE & AERONAUTICAL							37400 1		
CHEMICAL		38500 1		34500 1		37020 1	36767 3		
CIVIL					36100 1				
COMPUTER							28000 2		
ELECTRICAL/ELECTRONIC					35700 1		31007 12		
INDUSTRIAL			30840 1				31733 22 34000/31000		40000 1
MECHANICAL		34500 1			32500 1		32382 22 37400/31000		
ENGINEERING TECHNOLOGY					32150 2		38000 2		
AGRIBUSINESS							25900 5		
ANIMAL SCIENCES			27000 1				22000 2		
PLANT SCIENCES							15740 2		
OTHER AGRICULTURAL SCIENC							22000 1		
COMPUTER SCIENCE					29000 1				
INFORMATION SCIENCES & SY							31500 1		
BIOLOGICAL			20250 4				25167 3		28000 1
CHEMISTRY							29903 6		
MATHEMATICS			22000 1				32500 3		
OTHER PHYSICAL & EARTH SC							30000 1		

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT		26000 1	23667 6						28614 7
DISTRIBUTION MANAGEMENT			22500 1						
ECONOM & FINANCE (BANKING	17600 1	17060 1							
HUMAN RSRCS (incl LABOR R									23000 1
COMMUNICATIONS		24000 1	28750 2						26500 1
TEXTILES & CLOTHING							14560 1		
VISUAL & PERFORMING ARTS		12000 1							
HUMANITIES - OTHER		30750 2							
CRIMINAL JUSTICE		23524 19	12000 1	23000 1					
POLITICAL SCIENCE/GOVT			22000 1						
PSYCHOLOGY		19000 2							
SOCIOLOGY		24333 3							
SOCIAL SCIENCES-OTHER		16000 1	24000 2		17614 1			17680 2	
AEROSPACE & AERONAUTICAL							29424 13		31300 8
AGRICULTURAL							32588 5	27000 1	
ARCHITECTURAL							28540 4		
BIOENGINEERING & BIOMEDIC						30900 4			
CHEMICAL							36627 8	35755 9	37358 29 41000/35820
CIVIL							28619 174 38040/24752	30112 18	33350 8
ELECTRICAL/ELECTRONIC		32300 1	37500 1				33632 34 38000/30500		34168 120 38400/31500
ENIVRONMENTAL ENGINEERING								28000 2	33000 1
INDUSTRIAL						27000 1	33100 2		33623 125 41316/31000
MECHANICAL							33476 93 60000/29000	33500 2	34785 251 54780/31500

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
METALLURGICAL							32533 3		33697 35 36000/32400
MINING (INCL GEOLOGICAL)								28700 4	30950 2
NUCLEAR			27334 1						32500 1
PETROLEUM									40000 1
ENGINEERING TECHNOLOGY							25884 8	33000 1	33154 21 60000/29500
INDUSTRIAL TECHNOLOGY							21067 3		25000 2
ANIMAL SCIENCES			22200 1						
BIOLOGICAL								21077 3	
CHEMISTRY								27400 3	24000 1
GEOLOGY & GEOLOGICAL SCI			33000 1					21333 3	
MATHEMATICS					13650 1				

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	28956 5		32000 1		33000 1				
MANAGEMENT INFO SYSTEMS			27000 1						
LETTERS (incl English, Li									10000 1
VISUAL & PERFORMING ARTS									19500 2
AEROSPACE & AERONAUTICAL	27533 1	33400 1	26252 1	29500 1	30693 4	30207 3		30425 4	30900 20 38480/29000
AGRICULTURAL					38100 1	29667 3	33600 2	31129 8	33600 1
ARCHITECTURAL								27750 2	28666 2
BIOENGINEERING & BIOMEDIC			32000 1						30000 1
CHEMICAL		41000 1			37704 42 41500/36000	39700 1	37857 340 46200/36000	37006 33 46000/34000	36857 47 41000/35000
CIVIL	33600 1	28567 3			36700 1	29500 2		28441 45 36000/24752	29799 68 38040/26880
COMPUTER	30685 24 38000/27000	34800 1	31562 12	36664 15	32250 2			30732 12	34309 15
ELECTRICAL/ELECTRONIC	32838 23 37500/31000	33524 75 39600/31500	33612 27 37500/31490	33974 66 39200/30420	32515 30 39200/26500	30893 22 36400/25000	36917 6	33734 88 42000/29750	33740 148 40800/30160
INDUSTRIAL	32000 4	31500 1			37500 1		26875 2	32142 38 38000/28000	32066 55 37080/30000
MECHANICAL	34690 4	33952 29 47000/32000	34200 1	33010 2	34964 38 40000/33000	35302 11	36366 17	34320 143 45000/30000	33520 173 54487/28000
METALLURGICAL		50400 1			33646 7		33975 4	33064 9	33684 10
MINING (INCL GEOLOGICAL)						26667 3		31500 2	33591 5
NUCLEAR		33700 2			32400 1	36000 1	34800 1		32084 3
PETROLEUM								40800 1	39121 15
ENGINEERING TECHNOLOGY		32600 1		27500 1	43000 2	32500 1	30000 1	27500 7	31755 9
COMPUTER SCIENCE	32539 18		31690 25 37620/28860	36088 1	34900 3	20800 1		31720 1	31053 19
INFORMATION SCIENCES & SY	29500 1								
SYSTEMS ANALYSIS									31000 1
BIOLOGICAL					26000 1		21792 1		

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
CHEMISTRY					29917 7	28450 6	28788 5	28000 1	
GEOLOGY & GEOLOGICAL SCI								36250 2	
PHYSICS									33600 1
POLYMER SCIENCE					35250 2				

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING	18000 1								23000 1
BUSINESS ADMIN (INCL MGMT	24000 2	18700 1							
MARKETING/MARK MGMT (RESR	28000 1								20000 1
COMMUNICATIONS	15000 1								
PHYSICAL EDUCATION							13440 1		23000 1
HUMAN ECOLOGY (HOME ECONO									23398 6
LETTERS (incl English, Li									15987 2
HUMANITIES - OTHER									18500 2
PSYCHOLOGY			18700 1	12480 1			22090 1		16780 2
SOCIOLOGY				14560 1					19000 1
CIVIL				29200 1					
COMPUTER								34000 1	
INDUSTRIAL		23832 1			31080 1				
MECHANICAL			34000 1						
ENGINEERING TECHNOLOGY			19500 1		37500 1				
COMPUTER SCIENCE			33500 1						24000 1
ALLIED HEALTH			25375 4		28056 9		31630 20 35500/30000		25147 6
HEALTH SCIENCES			25750 2						24019 6
NURSING	32044 4			27455 56 40000/22000					11280 1
PHARMACY						39840 6			
BIOLOGICAL		31500 1	16000 1						19250 2
CHEMISTRY		22500 1							
MATHEMATICS	22000 1								

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					21120 2	29000 1			
BUSINESS ADMIN (INCL MGMT	18500 1	19500 1			27732 5	25476 5	29129 6		
DISTRIBUTION MANAGEMENT						27500 1			
ECONOM & FINANCE (BANKING					27950 4	30667 3	27333 3		
MANAGEMENT INFO SYSTEMS					27471 35 33600/24240	29409 31 32700/27360	28631 23 35400/25500		
MARKETING/MARK MGMT (RESR					26500 2				
COMMUNICATIONS		20000 1							
JOURNALISM					28000 1				
HUMAN ECOLOGY (HOME ECONO		16500 1							
LETTERS (incl English, Li		10400 1					20800 1		
VISUAL & PERFORMING ARTS	23360 2								
HUMANITIES - OTHER		16750 2							
CRIMINAL JUSTICE		20500 2		17667 3					
HISTORY		24000 1				17500 1			
POLITICAL SCIENCE/GOVT	22000 1	20000 1				28900 1			
PSYCHOLOGY	26667 3	17433 12		16814 11	17500 1		15500 1		
SOCIOLOGY	14400 1	20000 1		18701 7	19500 2				
SOCIAL SCIENCES-OTHER	18000 1	18833 3		18995 4	25000 1				21000 1
AGRICULTURAL									25000 1
CHEMICAL						29000 1			
CIVIL					29500 1		30560 8		
COMPUTER					30972 21 37700/26000				
ELECTRICAL/ELECTRONIC					33250 4	32944 9	34626 4		

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
INDUSTRIAL					30000 1	36000 1	33527 3		
MECHANICAL					29500 1	31500 2			
METALLURGICAL									26000 1
ENGINEERING TECHNOLOGY					31500 1	36927 5	29520 1		
INDUSTRIAL TECHNOLOGY							31000 1		
AGRIBUSINESS									24313 8
ANIMAL SCIENCES									17990 10
PLANT SCIENCES									20571 7
NATURAL RESOURCES									18760 3
OTHER AGRICULTURAL SCIENC									21525 4
COMPUTER SCIENCE					28842 111 48000/23000	31862 39 36960/27000	30133 52 40000/26000		
COMPUTER PROGRAMMING					25329 14		27572 3		
INFORMATION SCIENCES & SY					29342 50 34750/27000	27625 4	31238 12		
SYSTEMS ANALYSIS							25000 1		
NURSING									25000 1
ACTUARIAL							24000 1	32414 17	
BIOLOGICAL									14400 1
GEOLOGY & GEOLOGICAL SCI									25000 1
MATHEMATICS					24940 4	31200 1	35000 2	32065 9	
PHYSICS					19000 1				

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		29000 9		23572 9					
BUSINESS ADMIN (INCL MGMT		26500 25 39000/25000	23300 13	21824 153 44000/16100					27000 1
DISTRIBUTION MANAGEMENT				20250 2					
ECONOM & FINANCE (BANKING		28555 62 37200/26000		23308 62 34000/18750	22500 1				
HOTEL/RESTAURANT MGMT.				20112 49 28000/16500					
HUMAN RSRCS (incl LABOR R			26196 9	18000 1					
MANAGEMENT INFO SYSTEMS		30050 12		25528 2					
MARKETING/MARK MGMT (RESR		26500 3	30000 1	22650 84 44000/18000					
ADVERTISING				19375 4					
COMMUNICATIONS			22000 1	20874 17			21023 1		21000 1
JOURNALISM			22000 1	21964 11					
TELECOMMUN/BROADCASTING				23400 5					
ELEMENTARY EDUCATION									19944 - 74 29919/14000
PRE-ELEMENTARY EDUCATION				18000 1					20166 7
PHYSICAL EDUCATION									18990 6
SPECIAL EDUCATION									22083 12
HUMAN ECOLOGY (HOME ECONO				19250 2					
TEXTILES & CLOTHING				20140 10					
MERCHANDISING MANAGEMENT				21166 13					
FOREIGN LANGUAGES		22100 1		21663 4					20077 6
LETTERS (incl English, Li		31000 1		20071 7		12500 1			22900 6
VISUAL & PERFORMING ARTS				18400 4					20648 8
HUMANITIES - OTHER				21965 12		37000 1			21019 3

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
CRIMINAL JUSTICE						16000 1			
HISTORY		32000 1		24500 2					19500 1
POLITICAL SCIENCE/GOVT		25550 2		21091 11					
PSYCHOLOGY		18500 1	27501 3	21608 13					16720 2
SOCIOLOGY			14000 1	17500 5					
SOCIAL SCIENCES-OTHER				20037 5					20509 5
AEROSPACE & AERONAUTICAL		30000 1						30000 1	
CHEMICAL		36780 5						32667 3	
CIVIL		29729 17		34800 1					
COMPUTER		28000 2							
ELECTRICAL/ELECTRONIC		30478 9		35493 3				33706 5	
INDUSTRIAL		29724 17		33216 8					
MECHANICAL		31805 16		35342 10				26252 1	34800 1
METALLURGICAL				33640 4					
MINING (INCL GEOLOGICAL)		31525 4							
NUCLEAR				33049 2					
ENGINEERING TECHNOLOGY		29333 3		28000 2					
INDUSTRIAL TECHNOLOGY				27950 4					
AGRIBUSINESS				20770 5					
ANIMAL SCIENCES				25000 1					
NATURAL RESOURCES		27000 1							
COMPUTER SCIENCE		30826 23 36000/29000							
INFORMATION SCIENCES & SY		30886 14		27440 4					

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 3

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
SYSTEMS ANALYSIS		31000 1							
HEALTH SCIENCES									20000 1
ACTUARIAL		35357 7							
ARCHITECTURAL & ENVIRONME	25000 2		19500 1						
BIOLOGICAL							19500 1		22000 2
CHEMISTRY								27364 14	13039 2
GEOLOGY & GEOLOGICAL SCI								21600 1	
MATHEMATICS		33833 6		22500 2	28806 4				22288 7
PHYSICS									24000 1

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27820 958 38500/25000	25564 307 55000/18500	22949 32 32000/18000	24058 103 32000/19000	28625 12	33000 1	20000 1	22625 4	27693 171 40000/22000
BACHELOR - TECHNICAL	25667 3			11440 1				29000 1	32000 2

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	23900 10	24757 66 39000/20800	22458 52 35000/16973	17582 14	20367 9	20803 11	22610 23 33840/15000	20801 27 30000/15013	18753 15
BACHELOR - TECHNICAL	15000 1	21750 2	18260 2	28568 5			34876 9	22000 1	22533 3

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	21300 15	22704 33 32000/17000	22863 194 34200/19000	27078 21 33800/22000	22106 16	30230 16	25274 442 50000/19200	20113 24 28000/15600	22308 21 26214/20500
BACHELOR - TECHNICAL		36500 2	22977 7	34500 1	32933 6	37020 1	30718 88 44000/24000		34000 2

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	17600 1	23049 31 37000/17060	23385 13	23000 1	17614 1		14560 1	17680 2	27756 9
BACHELOR - TECHNICAL		32300 1	30009 4		13650 1	30120 5	30614 347 60000/24812	29805 46 40000/24000	34300 605 60000/31000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	28956 5		29500 2		33000 1				
BACHELOR - TECHNICAL	32034 76 44040/28000	33702 115 50400/31500	32403 67 37620/28860	34318 86 45700/30420	34872 142 52000/30400	31228 54 41500/24900	37463 379 46200/35100	33131 396 46000/27500	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	21800 5	18700 1	18700 1	13520 2			17765 2		
BACHELOR - TECHNICAL	30035 5	25944 3	25600 10	27486 57 40000/22000	29189 11	39840 6	31630 20 35500/30000	34000 1	

AVERAGE SALARY OFFERS JULY 1991 MCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	22180 9	18100 26 29000/14000		17794 25 26000/14000	26730 53 33600/23140	28696 43 35000/27000	27988 34 35400/25000		21000 1
BACHELOR - TECHNICAL					28928 209 48000/23000	32153 62 39200/27180	30540 88 40000/26000	32293 26 37000/29520	20978 37 30000/17500

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		28109 117 39000/25500	24454 29 38000/20000	21787 488 44000/16500	22500 1	21833 3	21023 1		20345 132 36415/15000
BACHELOR - TECHNICAL	25000 2	31173 126 40000/28000	19500 1	30706 46 38000/22000	28806 4		19500 1	29099 25 38000/21600	21778 14

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 6 September 1991

MIDWESTERN REGION (MCPA)

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago-Grad. School of Bus.
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College-Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Drake University
Eastern Michigan University
Emporia State College
Eureka College
Ferris State University
Grace College
Grand View College
Greenville College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois-Chicago
University of Illinois-Chemistry & Chem. Engrg.
University of Illinois- Commerce & Business
University of Illinois-Engineering
Indiana University
Indiana University-Northwest
Indiana University/Purdue University-Indianapolis
Iowa State University-Agriculture
Iowa State University-Bus., Sci. & Humanities
Iowa State University-Design
Iowa State University-Engineering
Iowa State University-Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa- Bus. / Lib. Arts / Engrg.
John Carroll University
Judson College
Kalamazoo College
University of Kansas-Arts
University of Kansas-Business
University of Kansas-Engineering
Kenyon College
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor-Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
University of Minnesota-Liberal Arts
Minot State University
University of Missouri-Columbia - Engineering
University of Missouri-Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
University of Notre Dame
Ohio Northern University
Ohio State University-Agriculture
Ohio State University-Arts & Science
Ohio State University-Business
Ohio State University-Engineering
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University- Carbondale
Southern Illinois University- Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Viterbo College
Walsh College of Accounting & Business
Washington University - Business
Washington University - Engineering
Wayne State University
Westmar College
University of Wisconsin-Eau Claire
University of Wisconsin-Green Bay
University of Wisconsin-Madison - Arts
University of Wisconsin-Madison - Business
University of Wisconsin-Madison - Engineering
University of Wisconsin-Platteville
University of Wisconsin-River Falls
University of Wisconsin-Stout
Wichita State University
College of Wooster
Wright State University
Youngstown State University

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Midwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (June 5, 1991 through August 9, 1991) and cumulatively (September 1, 1990, and August 9, 1991). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/5/91 THROUGH 8/9/91

CUMULATIVE PERIOD 9/1/91 THROUGH 8/9/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	394	834	$27212	$26777	$30000	$28500	$22710	1652	3608	$27216	$26642	$30000	$27500	$23400
BUSINESS ADMIN (INCL MGMT	238	572	24383	24700	30500	25000	18000	680	1538	24119	24019	30000	24000	17500
DISTRIBUTION MANAGEMENT	3	10	29433	26335	*	*	*	14	28	27821	27081	*	*	*
ECONOM & FINANCE (BANKING	223	482	25905	25575	31000	26000	19133	751	1720	26123	25819	32000	26431	20000
HOTEL/RESTAURANT MGMT.	5	31	20380	21577	*	*	*	57	149	20416	21220	23000	21000	16500
HUMAN RSRCS (incl LABOR R	6	31	24917	23052	*	*	*	18	124	25070	23812	*	*	*
MANAGEMENT INFO SYSTEMS	28	97	27675	27656	30000	29070	24500	141	419	28394	28237	31700	28500	25000
MARKETING/MARK MGMT (RESR	158	393	24110	23330	29000	24000	18000	626	1473	24280	23713	28543	24240	18500
REAL ESTATE	2	5	28500	23000	*	*	*	4	12	25500	21693	*	*	*
COMMUNICATIONS														
ADVERTISING	27	38	20873	20985	25000	22000	14560	56	89	22056	21490	27000	22000	16000
COMMUNICATIONS	59	116	22174	21495	28000	22000	16640	158	309	22288	21852	29700	22000	16000
JOURNALISM	28	44	16626	18031	22000	15500	12000	92	147	19807	19821	27000	18850	12584
TELECOMMUN/BROADCASTING	17	19	19624	19400	*	*	*	57	71	22833	22321	29000	22750	16500
EDUCATION														
ELEMENTARY EDUCATION	98	238	19103	18733	23600	19000	14400	173	511	19445	19439	23600	19541	14100
PRE-ELEMENTARY EDUCATION	8	11	17326	17063	*	*	*	16	41	18610	16724	*	*	*
PHYSICAL EDUCATION	4	17	18350	21540	*	*	*	12	46	18648	20137	*	*	*
SPECIAL EDUCATION	19	41	20618	20454	*	*	*	31	91	21185	21536	23100	21000	18000
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	5	+	17762				11	32	21154	20628	*	*	*
TEXTILES & CLOTHING	4	33	18875	20269	*	*	*	53	115	20333	20940	24000	21000	15000
MERCHANDISING MANAGEMENT	4	5	20415	20532	*	*	*	25	49	21673	20967	24000	21160	19000
HUMANITIES														
FOREIGN LANGUAGES	7	33	18763	21405	*	*	*	23	69	20637	21526	25000	20000	16600
LETTERS (incl English, Li	33	97	20763	22444	24100	21000	16640	66	208	20525	21937	25000	21000	13056
VISUAL & PERFORMING ARTS	23	42	20264	20315	26000	18200	16500	55	105	18912	19913	24000	18200	13500
HUMANITIES - OTHER	24	39	28549	25081	45000	24500	19000	75	119	24951	23567	36500	23500	18000
SOCIAL SCIENCES														
CRIMINAL JUSTICE	15	20	24893	24446	*	*	*	48	78	22568	22280	30000	21000	15996
HISTORY	15	48	20160	23408	*	*	*	25	116	20976	23441	27000	21000	15000
POLITICAL SCIENCE/GOVT	18	87	24135	23537	*	*	*	64	218	22806	23252	28000	22000	17500
PSYCHOLOGY	35	81	18495	20519	23700	18000	14000	108	232	19679	20541	28000	18725	13500
SOCIOLOGY	14	31	20152	21065	*	*	*	41	94	19617	20431	23000	19000	15000
SOCIAL SCIENCES-OTHER	17	50	19249	20966	*	*	*	51	177	19789	21375	24000	20000	15000
ENGINEERING														
AEROSPACE & AERONAUTICAL	15	45	30844	31302	*	*	*	74	168	30575	30667	35000	30160	27000
AGRICULTURAL	2	6	27000	26161	*	*	*	24	45	31078	30249	38100	30850	25000
ARCHITECTURAL	4	17	28450	28049	*	*	*	12	67	28399	30396	*	*	*
BIOENGINEERING & BIOMEDIC	2	2	34100	34100	*	*	*	8	11	31725	30391	*	*	*
CHEMICAL	96	303	37945	37989	40000	38400	35340	621	1655	37619	37492	40000	38000	35400
CIVIL	116	257	29339	29634	34008	29000	24912	466	1086	29231	29658	34800	28800	24752
COMPUTER	17	42	31146	31860	*	*	*	124	243	32046	32280	35700	32850	26500
ELECTRICAL/ELECTRONIC	175	501	33376	33191	37500	33900	29100	864	2141	33532	33190	37200	33840	30000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/91 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	5	+	$25317				3	11	$29667	$27317	*	*	*
INDUSTRIAL	51	131	$32964	31597	$36000	$33100	$30000	339	545	32615	32131	$35400	$33000	$29000
MECHANICAL	218	538	34622	33971	38400	34500	30960	1048	2431	34251	33999	38200	34200	30000
METALLURGICAL	22	26	32866	32810	35400	33000	31000	97	177	33503	33314	35520	33600	31000
MINING (INCL GEOLOGICAL)	21	29	32600	32126	35400	33000	28000	41	77	31667	31738	35100	31356	26400
NUCLEAR	8	12	31742	31699	*	*	*	20	33	32336	32175	36000	33000	27334
PETROLEUM	9	17	39189	37924	*	*	*	26	198	39243	38882	41500	40000	36200
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	40	174	28519	30513	39000	27600	20000	113	354	30318	30098	37294	30000	22500
INDUSTRIAL TECHNOLOGY	10	41	23806	28197	*	*	*	22	76	25139	28403	31000	27600	18000
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	10	36	23832	24387	*	*	*	29	110	23730	23552	28500	23000	21000
ANIMAL SCIENCES	1	9	22000	19578	*	*	*	16	38	20006	21851	*	*	*
PLANT SCIENCES	3	9	24667	23659	*	*	*	12	24	20790	21459	*	*	*
NATURAL RESOURCES	4	8	20745	22472	*	*	*	8	20	20782	21342	*	*	*
OTHER AGRICULTURAL SCIENC	4	18	20631	22742	*	*	*	9	55	21180	23694	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	114	331	29952	30732	34800	30000	25000	412	1093	30141	30696	34890	30000	25000
COMPUTER PROGRAMMING	4	6	27625	26500	*	*	*	21	41	26087	27111	29400	28500	21000
INFORMATION SCIENCES & SY	12	22	28187	28066	*	*	*	100	222	29469	29218	33400	29500	26400
SYSTEMS ANALYSIS	2	9	30600	27599	*	*	*	5	17	29640	27521	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	10	22	24060	27957	*	*	*	49	177	28124	29443	33000	30000	21000
HEALTH SCIENCES	2	9	29000	26056	*	*	*	11	50	24874	21861	*	*	*
NURSING	79	142	27980	27476	32000	27000	24000	141	392	27747	29596	32000	27000	23000
PHARMACY	18	68	39667	39611	*	*	*	24	124	39710	39533	42000	40000	35000
SCIENCES														
ACTUARIAL	7	10	29633	29008	*	*	*	33	36	31741	31392	36900	32400	27000
ARCHITECTURAL & ENVIRONME	2	11	21900	23464	*	*	*	5	29	22660	26017	*	*	*
BIOLOGICAL	10	29	21650	22887	*	*	*	31	90	21804	21917	28000	21000	16000
CHEMISTRY	12	24	24955	25927	*	*	*	59	104	26854	26836	33000	28000	20000
GEOLOGY & GEOLOGICAL SCI	2	6	33260	28837	*	*	*	10	33	28262	28463	*	*	*
MATHEMATICS	26	87	22946	26238	28000	22240	18100	69	249	25898	27370	34000	25483	19000
PHYSICS	2	29	22000	29732	*	*	*	5	50	24120	29227	*	*	*
OTHER PHYSICAL & EARTH SC	2	9	24600	23406	*	*	*	3	16	26400	24140	*	*	*
POLYMER SCIENCE	+	+	+	+				2	3	35250	34367	*	*	*
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	2658	6590						10139	24279					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	308	653	$27935	$27522	$30500	$28500	$24500	1269	2697	$27842	$27246	$31000	$28000	$25000
ACCOUNTING (PRIVATE)	107	226	25007	24600	30000	26000	18000	414	1001	25420	25049	30000	26000	18000
COMMERCIAL BANKING (CNSMR	22	58	22325	23217	27000	22750	15000	54	165	22695	22408	28000	23000	17000
COMMERCIAL BANKING (LENDG	44	65	23122	23338	29000	23030	15000	148	202	23694	23638	28000	24000	17000
INVESTMT BANKING (CORP FN	7	25	28786	29594	*	*	*	19	68	28684	29245	*	*	*
INVESTMT BANKNG (M & A)	+	3	+	24980				1	8	33000	28493	*	*	*
INVESTMT BANKG (REAL EST)	4	6	20660	23107	*	*	*	5	12	20528	22428	*	*	*
INVESTMT BANKG (SALES & T	10	20	21900	23612	*	*	*	15	46	22567	24270	*	*	*
FINANCIAL/TREASURY ANALYS	69	140	26669	26439	30500	27500	21000	242	544	27436	27184	32500	28500	21600
PORTFOLIO MGMT/BROKERAGE	8	15	22625	23987	*	*	*	19	65	22895	24872	*	*	*
UNDERWRITING	29	61	24358	25246	27000	24700	21000	97	200	24576	24681	28500	24500	20200
INSURANCE - CLAIMS	30	66	22705	23773	25020	23050	18000	84	179	22446	23149	26100	23000	16000
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	17	22	22554	21951	*	*	*	36	54	21456	21100	33600	18300	13500
MEDIA PLANNING	8	13	19975	22155	*	*	*	17	30	20182	21065	*	*	*
REPORTING	5	10	14488	15600	*	*	*	16	32	18830	17540	*	*	*
PRODUCTION	37	43	29814	29100	36300	32500	18000	69	98	28073	26403	36300	31000	16500
PUBLIC RELATIONS	18	32	21740	21669	*	*	*	46	86	21195	20912	29380	20000	15000
WRITING / EDITING	10	25	18559	20773	*	*	*	28	63	19089	20711	25800	18250	13458
MARKETING														
ADVERTISING	11	23	20027	19795	*	*	*	26	66	20762	20815	27300	18000	16000
BRAND/PRODUCT MANAGEMENT	30	56	25547	25978	32000	23500	18500	65	181	24441	24918	32000	23275	17500
BUYER/MERCHANDISING	26	76	21944	23642	25500	22625	17500	227	379	22761	23542	28000	23000	19000
DISTRIBUTION	13	26	22208	23575	*	*	*	35	72	25481	25157	33000	26000	18000
MARKET RESEARCH	16	29	22538	22966	*	*	*	38	106	23997	24769	34800	21300	16500
PURCHASING	12	30	27858	27757	*	*	*	29	62	29483	27736	37020	29000	21000
SALES	219	490	25147	24838	30400	25000	18000	749	1570	25876	25205	32000	26000	19000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	12	16	24037	23365	*	*	*	36	48	21421	21632	26431	21012	15996
FINANC,TAXA, MONETARY POL	9	35	24056	23906	*	*	*	32	115	23531	23036	26214	22961	20500
ECONOMIC PROGRAMS	3	12	24674	21793	*	*	*	4	29	22906	21751	*	*	*
LAW ENFORCEMENT	14	22	24716	23995	*	*	*	46	81	23757	23325	32300	22000	17060
MILITARY	8	27	28967	25370	*	*	*	25	82	26231	24240	33000	24000	21000
NATIONAL SECURITY	1	4	24800	23950	*	*	*	2	13	23900	21877	*	*	*
URBAN / REGIONAL PLANNING	16	19	26618	26008	*	*	*	18	29	25397	23655	*	*	*
ENGINEERING														
BIOENGINEERING	+	18	+	38784				5	27	30120	35064	*	*	*
DESIGN / CONSTRUCT	131	362	31324	31586	37800	31200	25000	479	1239	30775	31005	37200	30014	24912
ENVIRONMENTAL/SANITATION	16	58	28741	30002	*	*	*	64	217	29160	30725	36300	29200	20800
MANUFACTURING/INDUSTRIAL	111	246	33514	32936	37500	33600	30000	725	1226	34099	33731	37700	34200	30300
SYSTEMS / PROGRAMMING	26	82	32631	32731	37800	31500	29000	107	323	32035	32363	36000	32000	28000
POWER SYSTEMS	22	73	33025	33273	35000	33600	30000	137	304	33593	33228	36300	33600	31490
SOFTWARE DESIGN & DEVELOP	24	95	29951	32293	35000	32394	21000	93	301	31708	32687	36000	32500	25000
HARDWARE DESIGN & DEVELOP	26	64	35531	35397	40080	34740	31700	112	255	34600	34133	38637	34500	31460

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	41	78	$34964	$34533	$39500	$34800	$30000	184	406	$34882	$34319	$39200	$35000	$30000
TESTING	17	57	32501	31390	*	*	*	71	202	31533	30889	36000	32160	24900
PROCESS ENGINEERING	58	187	37634	37666	40000	37530	35000	437	1259	37486	37659	40000	37800	35000
PROJECT ENGINEERING	82	265	33376	33406	38300	33700	28500	478	1378	33173	33960	38200	33680	27500
OTHER ENGINEERING	191	502	33533	32941	38500	34000	28000	787	1982	33228	32851	38400	33600	27600
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	4	8	25538	25769	*	*	*	14	36	25809	23673	*	*	*
INDUSTRIAL HYGIENE	1	5	30000	34000	*	*	*	5	10	25306	29053	*	*	*
MEDICAL TECHNOLOGY	8	12	23080	25337	*	*	*	19	56	24176	24888	*	*	*
NURSES / PERSONAL CARE	78	141	27997	27482	32000	27020	24000	137	386	27573	29486	32000	27000	22272
OCCUPATIONAL THERAPY	1	1	16500	16500	*	*	*	12	39	28132	29291	*	*	*
PHARMACIST	18	68	39667	39537	*	*	*	24	125	39710	39389	42000	40000	35000
PHYSICAL THERAPY	1	11	30600	30987	*	*	*	23	35	30380	29990	34100	30600	29500
RESPIRATORY THERAPY	+	+	+	+				1	5	34000	32651	*	*	*
OTHER HEALTH RELATED	3	14	15333	20119	*	*	*	35	137	21220	25753	27500	22880	14560
SOCIAL SERVICES														
ADMINISTRATION	5	11	16600	21636	*	*	*	14	45	20187	20452	*	*	*
COUNSELING	19	38	16416	17831	*	*	*	45	100	17389	17382	22000	16500	14000
FUNDRAISING / DEVELOPMENT	2	7	20500	21071	*	*	*	2	11	20500	19840	*	*	*
SOCIAL WORK	10	25	18642	17422	*	*	*	35	80	18036	17455	21000	18660	14000
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	76	208	28008	28658	31500	28500	24500	338	784	28376	28762	33700	28500	23040
INFORMATION SYSTEMS	44	103	29214	29322	34170	29140	24500	149	356	30287	29740	35000	30000	27000
SYSTEMS ANALYSIS & DESIGN	43	144	30999	31073	35000	30000	26000	165	488	30134	30442	34800	30000	25500
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	8	20	28899	30605	*	*	*	34	70	31495	31759	35000	32000	28000
AGRICULTURE/NAT'L RESOURC	8	34	20681	20594	*	*	*	46	125	20927	21518	25000	20500	17500
ARCHITECTURE	+	9	+	23200				2	19	25000	25879	*	*	*
CONSULTING	63	132	28895	28237	32000	29000	26000	306	623	29532	29007	33900	29000	26000
HUMAN RESRCS /INDUS RELS	14	36	22722	23215	*	*	*	44	131	23791	23531	30000	23000	18000
MANAGEMENT TRAINEE	181	610	22779	22633	28400	22000	18000	715	1961	22612	22726	30000	22000	17000
MATH/STATISTICIANS	10	27	25350	25778	*	*	*	15	60	26082	24606	*	*	*
PARALEGAL	3	23	30083	21967	*	*	*	6	48	25958	21251	*	*	*
RESEARCHERS NON-TECHNICAL	7	12	17214	22016	*	*	*	9	25	17891	22326	*	*	*
RESEARCHERS - TECHNICAL	5	24	24564	24757	*	*	*	30	67	28343	27274	35500	29750	21000
TEACHING	178	432	19351	19484	23250	19188	15000	324	955	19861	20027	23600	20000	15000
TOTALS	2658	6590						10139	24279					

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* Not computed for fewer than 20 offers
+ No offers reported

MCPA REGIONAL Report No. 6 SEPTEMBER 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	7	54	$31286	$29840	*	*	*	34	293	$32762	$30996	$37000	$34000	$28000
MBA--NON-TECH	127	198	35751	35269	$44000	$36000	$28000	270	560	35660	35241	45000	35000	27000
MBA--TECH	25	46	38952	37174	43000	38000	33000	70	125	40276	38582	51600	39500	32000
MS-BUSINESS	2	10	41850	31956	*	*	*	32	49	44035	40047	52000	42290	34200
ECONOMICS & FINANCE (BANK	9	14	40611	35174	*	*	*	223	249	42361	41466	52000	42000	34600
HUMAN RESOURCES (INCL LAB	1	3	40000	36333	*	*	*	39	56	41874	38573	49000	42000	32400
MANAGEMENT INFORMATION SY	2	4	42500	38875	*	*	*	15	37	35502	36150	*	*	*
MARKETING/MKTNG MGT (RESE	4	7	42506	36718	*	*	*	133	148	43969	43182	52500	45000	33600
COMMUNICATIONS														
ADVERTISING	1	1	23000	23000	*	*	*	1	5	23000	31200	*	*	*
COMMUNICATIONS	+	3	+	19067				3	11	33587	26524	*	*	*
JOURNALISM	+	+	+	+				2	2	21500	21500	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	30338				4	17	28134	24303	*	*	*
ELEMENTARY EDUCATION	1	9	23800	21410	*	*	*	3	38	23267	23657	*	*	*
PHYSICAL EDUCATION	+	+	+	+				2	7	24250	23286	*	*	*
READING EDUCATION	2	3	24250	23167	*	*	*	2	4	24250	25611	*	*	*
SPECIAL EDUCATION	2	6	24950	25021	*	*	*	8	20	24051	24141	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	2	+	38305				+	4	+	27477			
LETTERS	1	1	24000	24000	*	*	*	3	8	29833	25773	*	*	*
VISUAL & PERFORMING ARTS	+	2	+	31900				3	7	23967	25432	*	*	*
HUMANITIES - OTHER	+	+	+	+				8	9	34355	32760	*	*	*
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	2	3	29000	27333	*	*	*	3	4	26715	26036	*	*	*
PSYCHOLOGY	4	4	25000	25000	*	*	*	14	16	23901	23657	*	*	*
SOCIOLOGY	1	1	28000	28000	*	*	*	2	4	26000	25200	*	*	*
SOCIAL SCIENCES - OTHER	3	3	35800	35800	*	*	*	13	16	33268	31780	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	3	9	37055	36629	*	*	*	13	24	35666	36195	*	*	*
AGRICULTURAL	+	1	+	36500				2	4	28500	32225	*	*	*
BIOENGINEERING & BIOMEDIC	1	1	35500	35500	*	*	*	3	4	33667	32238	*	*	*
CHEMICAL	8	27	41335	40721	*	*	*	38	95	39936	40457	42400	40000	37500

continued

MCPA REGIONAL Report No. 6 SEPTEMBER 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	8	22	$31436	$32710	*	*	*	77	134	$33795	$34551	$38676	$33500	$29580
COMPUTER	1	4	33000	34075	*	*	*	15	22	38370	38348	*	*	*
ELECTRICAL/ELECTRONIC	12	94	38448	39072	*	*	*	122	267	38907	38804	43000	39180	34000
INDUSTRIAL	3	24	35667	34963	*	*	*	23	56	37364	36121	41712	39000	32000
MECHANICAL	20	48	39271	39002	$42000	$40000	$36300	106	213	39389	38114	42780	39000	35000
METALLURGICAL	15	15	41005	41005	*	*	*	26	39	39840	39105	45000	39745	37200
MINING & MINERAL	+	+	+	+				12	14	33775	35007	*	*	*
NUCLEAR	1	3	35144	36675	*	*	*	7	10	38658	38086	*	*	*
PETROLEUM	+	7	+	41443				1	38	47300	43608	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	4	4	29250	29250	*	*	*	9	13	31523	28586	*	*	*
HEALTH SCIENCES	4	6	25500	25917	*	*	*	17	23	26029	25901	*	*	*
NURSING	1	1	23000	23000	*	*	*	5	5	49000	49000	*	*	*
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	35810				1	9	26000	28702	*	*	*
ARCHITECTURAL & ENVIRONME	1	2	21500	25150	*	*	*	1	3	21500	26127	*	*	*
BIOLOGICAL	3	4	20967	20350	*	*	*	5	9	20720	22384	*	*	*
CHEMISTRY	1	5	32364	31403	*	*	*	12	18	35207	33575	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	11	23	40984	38990	*	*	*	73	160	38739	37894	44000	39000	32000
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	1	18	28000	36239	*	*	*	3	52	31607	36824	*	*	*
MATHEMATICS (INCL ACTUARI	3	16	27948	31023	*	*	*	12	34	31779	30061	*	*	*
PHYSICS	1	5	35000	40000	*	*	*	1	8	35000	35207	*	*	*
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	296	716						1471	2945					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/5/91 THROUGH 8/9/91

CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	58	95	$42031	$40066	$54000	$40000	$32000	178	279	$44102	$42877	$55000	$43000	$31200
MBA--TECH	19	31	40045	39415	*	*	*	69	102	46979	45921	60000	46000	34000
OVER 2 TO 4 YEARS														
MBA--NON-TECH	95	159	44873	44642	55000	42000	36000	276	459	48585	47243	61000	50000	37000
MBA--TECH	33	62	47191	46447	55000	50000	36000	152	223	52723	51034	65000	52500	42000
OVER 4 YEARS														
MBA--NON-TECH	157	196	50703	49644	58000	51000	40000	459	603	52130	50412	70000	52000	40000
MBA--TECH	57	83	55983	55430	72000	55000	42270	211	279	55115	54219	70000	54000	45000
TOTALS	419	626						1345	1945					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 6/5/91 THROUGH 8/9/91

CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	7	9	$57229	$57844	*	*	*	18	35	$56144	$58300	*	*	*
ECONOMICS	+	+	+	+				1	2	33500	43000	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	8	14	45800	46280	*	*	*	14	25	45707	43780	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	2	2	54000	54000	*	*	*	3	5	51000	43600	*	*	*
FOREIGN LANGUAGES	+	+	+	+				1	2	28000	36870	*	*	*
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	1	2	26000	30400	*	*	*	8	11	41875	42409	*	*	*
SOCIOLOGY	1	1	40000	40000	*	*	*	2	2	40000	40000	*	*	*
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	1	7	56000	55171	*	*	*	1	10	56000	52428	*	*	*
CHEMICAL	4	27	53070	52654	*	*	*	32	102	53452	52992	$56040	$54790	$50500
CIVIL	1	4	43000	45400	*	*	*	4	10	42750	43060	*	*	*
COMPUTER	2	5	49670	58768	*	*	*	6	10	50140	56584	*	*	*
ELECTRICAL/ELECTRONIC	2	15	58000	51613	*	*	*	10	44	53320	54612	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				1	1	54000	54000	*	*	*
MECHANICAL	2	4	48600	48879	*	*	*	10	16	46799	46866	*	*	*
METALLURGICAL	+	3	+	52773				14	21	49271	49315	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				4	4	43638	43638	*	*	*
BIOLOGICAL	+	+	+	+				4	6	29000	31800	*	*	*
CHEMISTRY	11	18	47855	45356	*	*	*	68	84	49144	47911	53500	50000	44000
GEOLOGICAL (INCL GEOPHYS)	+	11	+	44588				+	21	+	48205			
MATHEMATICS	3	7	45333	43429	*	*	*	7	13	42200	41146	*	*	*
PHYSICS	+	3	+	41667				3	8	36667	39913	*	*	*
POLYMER	3	3	49167	49167	*	*	*	6	9	48850	48667	*	*	*
TOTALS	48	135						217	442					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	26703 257 55000/22000			21895 11	13500 1	40000 1	25600 2	22625 4	24600 1
BUSINESS ADMIN (INCL MGMT	26188 8			21911 44 25800/20000		25167 3	24435 8	26546 11	20000 1
ECONOM & FINANCE (BANKING	25730 10	27500 2		21985 55 26750/20000	24931 13	18280 2	26164 11	26288 8	
HUMAN RSRCS (incl LABOR R				23800 5			27000 2	30800 1	
MANAGEMENT INFO SYSTEMS	30500 2			20000 1		25150 4	26114 19	27500 3	28000 1
MARKETING/MARK MGMT (RESR	25000 1	20000 1		21000 8	25000 2	27500 6	22670 10	26000 1	25000 1
REAL ESTATE				20000 1					
ADVERTISING		17760 5				24000 1			
COMMUNICATIONS		18333 3		21750 2		13333 3			
JOURNALISM		17400 2				22500 2			
TELECOMMUN/BROADCASTING						16000 2			
ELEMENTARY EDUCATION							27500 1		
HUMAN ECOLOGY (HOME ECONO				22000 2					
FOREIGN LANGUAGES				20000 2					
LETTERS (incl English, Li		18000 1		24213 4		17000 1	22500 2	31000 3	
VISUAL & PERFORMING ARTS		35000 1							
HUMANITIES - OTHER				10000 1					
HISTORY				23500 6	33368 3		17780 2	23000 1	
POLITICAL SCIENCE/GOVT				25000 1				25500 1	
PSYCHOLOGY				17110 2		18500 1			
SOCIOLOGY				18500 2					
SOCIAL SCIENCES-OTHER				16200 1	30500 1			25000 1	
CHEMICAL								34829 5	37400 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
CIVIL	27000 1		29000 1			28000 1		27714 7	29595 13
COMPUTER						26500 1	31313 6	33500 1	
ELECTRICAL/ELECTRONIC			29016 1			34625 4	31200 3	30922 11	25800 4
INDUSTRIAL						30500 2			
MECHANICAL			28600 2				33494 5	33000 5	31813 8
NUCLEAR						33000 1			
ENGINEERING TECHNOLOGY							27075 4		34000 1
COMPUTER SCIENCE	27000 1			26500 1		29860 3	27140 20 33500/22000	27956 9	21700 2
COMPUTER PROGRAMMING					25700 1		29583 6	31500 2	
INFORMATION SCIENCES & SY						29000 1	27643 7		
ARCHITECTURAL & ENVIRONME			30000 1						
BIOLOGICAL								24000 1	
GEOLOGY & GEOLOGICAL SCI									29500 1
MATHEMATICS				23600 2		26200 1	29600 3	28471 7	22000 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 -706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	23857 7		19000 2	22768 4	26000 1	20243 7			
BUSINESS ADMIN (INCL MGMT	19620 5	18175 4	21300 5	23161 20 32000/18000		21224 82 33280/18000			25480 2
ECONOM & FINANCE (BANKING	24254 24 37000/16500			22124 17	21000 1	22237 38 30000/18000	22000 1		16000 1
HOTEL/RESTAURANT MGMT.		20713 8	21588 8						
HUMAN RSRCS (incl LABOR R	16000 1		28900 1	23311 24 29000/20000	21000 1	22500 2	16000 1		18000 1
MANAGEMENT INFO SYSTEMS	23000 1			26500 2		24500 2			
MARKETING/MARK MGMT (RESR	23033 6	21350 2	22128 5	24251 12	20000 5	20892 72 25500/18000	21000 2		20000 1
ADVERTISING						19333 6			
COMMUNICATIONS		14500 2		23223 4		20737 10			13740 2
JOURNALISM						21000 1			13187 3
ELEMENTARY EDUCATION						11000 1		10700 1	
PHYSICAL EDUCATION						19000 2			
TEXTILES & CLOTHING						19842 26 23284/20000			
MERCHANDISING MANAGEMENT						19660 5			
FOREIGN LANGUAGES			22100 1	25258 2		20500 2			
LETTERS (incl English, Li	40000 1			24250 2	18500 1	22178 9			
VISUAL & PERFORMING ARTS									23250 2
HUMANITIES - OTHER				12000 1	20000 1				
CRIMINAL JUSTICE				24000 1	16500 1				
HISTORY	30920 5			26000 1		20300 3			20000 1
POLITICAL SCIENCE/GOVT	29500 2	19850 2	22210 1	23317 6	19200 1	22930 10	18500 1		
PSYCHOLOGY				22110 2		23217 9			
SOCIOLOGY			27000 1	23400 1		19200 5			

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
SOCIAL SCIENCES-OTHER	21000 1				19500 3	19647 3			
COMPUTER					28000 1		50000 1		
MECHANICAL			37500 1				30000 1		
OTHER AGRICULTURAL SCIENC						22000 1			
COMPUTER SCIENCE	25000 1			25228 5		27000 1			
COMPUTER PROGRAMMING				23250 2					
INFORMATION SCIENCES & SY	23000 3			27804 6					
SYSTEMS ANALYSIS				24960 1					
PHARMACY						41091 36 44000/39000			
ACTUARIAL				29700 1					
BIOLOGICAL	33000 1	38000 1							
MATHEMATICS	28000 1			31060 10					

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	17000 1		24000 2	25731 9	15565 3	21931 14	22470 20 25930/18872	21174 3	23433 3
BUSINESS ADMIN (INCL MGMT	22020 1	30000 1	20820 5		20250 4	22069 18	26250 4	20002 2	24000 1
ECONOM & FINANCE (BANKING			26005 2	25027 5		21705 14			
HUMAN RSRCS (incl LABOR R			30000 1	23200 1	22000 1	20750 2			
MANAGEMENT INFO SYSTEMS			24948 1	30200 3				23400 1	
MARKETING/MARK MGMT (RESR	19200 1		21125 4	17000 1	20933 3	19750 2	22709 2		20500 2
REAL ESTATE	17000 1						20820 1		
ADVERTISING					28900 1				
COMMUNICATIONS					24000 1	23132 3	22500 1		
JOURNALISM					21250 2		21600 1		
ELEMENTARY EDUCATION					21360 76 26196/17800				
PRE-ELEMENTARY EDUCATION					21166 8				
PHYSICAL EDUCATION					21431 8				
SPECIAL EDUCATION					22133 10				
HUMAN ECOLOGY (HOME ECONO				26500 1	19750 2	21000 1			19011 1
TEXTILES & CLOTHING		24000 1							
FOREIGN LANGUAGES					18850 1				
LETTERS (incl English, Li	19000 1				21455 11	23167 3	20800 3		
VISUAL & PERFORMING ARTS					18740 5				
HUMANITIES - OTHER						27500 1			
CRIMINAL JUSTICE						22650 2	21688 5		
HISTORY					25800 3	26000 1	30000 1		
POLITICAL SCIENCE/GOVT					21050 4	25343 5	21833 6		

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
PSYCHOLOGY					18118 4	23018 3	18595 4	23800 2	16993 3
SOCIOLOGY						18744 1	22109 2	11520 1	
SOCIAL SCIENCES-OTHER					20320 3		15458 4		20000 1
AEROSPACE & AERONAUTICAL					27500 2	27316 4			
AGRICULTURAL			21000 1						
ARCHITECTURAL						24200 1			
CHEMICAL		36860 3			19000 1	26091 4	28769 2		
CIVIL			28394 10	32436 8		25951 10	28939 18		
COMPUTER						26252 2			
ELECTRICAL/ELECTRONIC		32760 4	34284 3	32471 32 39600/31008	30971 4	26803 47 33962/22067	30418 2		
INDUSTRIAL			31500 1	30863 2		27806 9			
MECHANICAL		33000 1	31500 2	32515 14	26000 1	25391 26 37800/22000	27341 4		
METALLURGICAL						27332 1			
[illegible]R						24690 2			
ENGINEERING TECHNOLOGY			34000 1	32195 3					
INDUSTRIAL TECHNOLOGY						21000 1			
ANIMAL SCIENCES					19500 1				
NATURAL RESOURCES		21000 1					17400 1		
OTHER AGRICULTURAL SCIENC							22700 1		
COMPUTER SCIENCE		26000 1	27600 2	28100 5	22000 1	23970 9	19267 3	27000 1	
COMPUTER PROGRAMMING	26000 1								
INFORMATION SCIENCES & SY			27300 3		28000 1				
SYSTEMS ANALYSIS						19598 2			22000 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 3

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ALLIED HEALTH							14688 1	30026 9	33480 4
HEALTH SCIENCES							18000 1	18150 5	15000 1
NURSING						26625 4		26853 66 40000/23400	27760 5
PHARMACY								36510 22 48000/31220	41008 5
ARCHITECTURAL & ENVIRONME						24000 1			
BIOLOGICAL		17500 2			18000 2	13440 1	20820 1	14780 2	21500 1
CHEMISTRY								18700 1	
MATHEMATICS		33500 1			19747 4	22408 8			

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING	19000 1				27000 1		24440 3	22800 6	25000 3
BUSINESS ADMIN (INCL MGMT	16000 1	19600 1			26500 2	25000 1		20780 5	27616 5
DISTRIBUTION MANAGEMENT							26400 1		
ECONOM & FINANCE (BANKING			27000 1		25000 1		29167 3	18000 2	31336 5
HUMAN RSRCS (incl LABOR R			22000 1						28040 1
MANAGEMENT INFO SYSTEMS						30000 1			22000 1
MARKETING/MARK MGMT (RESR				17250 2		27500 2	25579 3	19844 9	27233 13
COMMUNICATIONS	17500 1							23500 3	
JOURNALISM					19000 1		30000 1		
HUMAN ECOLOGY (HOME ECONO			12800 1						
LETTERS (incl English, Li			18000 1						26125 4
CRIMINAL JUSTICE			15500 1						
HISTORY								16800 1	
POLITICAL SCIENCE/GOVT				28000 1					26200 1
PSYCHOLOGY	12000 1		17500 2						
SOCIOLOGY				23000 1					
SOCIAL SCIENCES-OTHER			17140 5						
AEROSPACE & AERONAUTICAL					30160 1				
ARCHITECTURAL								29080 3	
CHEMICAL					36540 2	32500 1			37192 49 41100/35520
CIVIL					28242 2			29262 13	32850 5
COMPUTER					31900 2				35100 1
ELECTRICAL/ELECTRONIC					31126 12	34690 2	33003 7	32103 11	36900 12

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
INDUSTRIAL					28200 3	34750 1	32757 7	31333 3	35353 3
MECHANICAL					31321 14		32797 24 35900/31000	30693 15	36152 34 42000/33000
METALLURGICAL								30000 1	
ENGINEERING TECHNOLOGY					20000 1			27000 1	
INDUSTRIAL TECHNOLOGY								27200 1	
AGRIBUSINESS						24500 3			21000 1
ANIMAL SCIENCES								21840 1	
OTHER AGRICULTURAL SCIENC						21000 4			
COMPUTER SCIENCE					30000 1				38400 1
COMPUTER PROGRAMMING								27500 1	
HEALTH SCIENCES			25000 1						
PHARMACY									43160 1
ARCHITECTURAL & ENVIRONME							26500 1	29200 1	
BIOLOGICAL									30000 1
CHEMISTRY									27968 4
MATHEMATICS					28000 1				25800 1
PHYSICS								28500 1	29700 2

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	26700 2	27722 6	27021 3		26820 1	23000 1	26000 1	27130 10	29635 4
BUSINESS ADMIN (INCL MGMT	22886 7	24868 3	29167 12	37450 2	19800 1		31000 1	26750 4	31567 3
ECONOM & FINANCE (BANKING	29000 1	22850 3	27683 6	29400 1				26950 4	29000 2
HOTEL/RESTAURANT MGMT.			19000 2						
HUMAN RSRCS (incl LABOR R	24367 3		34000 1					29167 3	
MANAGEMENT INFO SYSTEMS	24000 1	30000 1						30000 1	17100 1
MARKETING/MARK MGMT (RESR	24043 7	23693 4	24544 9	23859 12				26000 1	27388 8
ADVERTISING			20800 1				18500 1		
COMMUNICATIONS			29250 2						
JOURNALISM	25200 1		20000 1						
TELECOMMUN/BROADCASTING			24000 1						
LETTERS (incl English, Li			27300 7						
HISTORY	30000 2			25000 1					
POLITICAL SCIENCE/GOVT		28500 2	25900 3					28500 2	
PSYCHOLOGY			26000 1						
SOCIOLOGY			18000 1					29000 2	
SOCIAL SCIENCES-OTHER	25500 1	30000 1	22500 1						
AGRICULTURAL									27500 1
CHEMICAL		38667 3	37500 1	38400 1			38000 1	37467 6	38855 40 41100/37000
CIVIL		39000 1			29650 2			35850 2	37094 10
COMPUTER	25425 4	32673 3							
ELECTRICAL/ELECTRONIC	33783 21 39000/30200	32344 37 37200/28808		36300 2	34778 11	34000 1	38500 1	36384 12	36257 18
INDUSTRIAL	34443 3	32267 3	34000 1	34800 3	31513 4		31000 1	32027 3	

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MECHANICAL	31767 3	33007 20 36480/28000	32000 1	35000 1	31000 3	32000 1	30967 3	35759 12	37256 24 40000/35500
METALLURGICAL	34200 1				31700 2				
MINING (INCL GEOLOGICAL)									35500 1
ENGINEERING TECHNOLOGY	34500 1	25500 2	29000 1		31620 2				37800 1
INDUSTRIAL TECHNOLOGY		26700 1	32500 2		27400 2				
AGRIBUSINESS			25500 1		16500 1				
OTHER AGRICULTURAL SCIENC			23500 2				35000 1		
COMPUTER SCIENCE	31896 15	32662 4	36250 4		30000 2			30900 2	37000 1
COMPUTER PROGRAMMING	33920 2	31200 1						23500 1	
INFORMATION SCIENCES & SY	42000 1	27200 1						30000 1	
SYSTEMS ANALYSIS									31200 1
CHEMISTRY									31500 1
MATHEMATICS	33000 1				32000 1			30000 1	28200 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
ACCOUNTING							18000	2	22750	2	26200	3	21177	7
BUSINESS ADMIN (INCL MGMT	15600	1			21200	2	21000	1	27092	7	21000	3	29156	8
ECONOM & FINANCE (BANKING									25186	7	31200	1	21860	4
HUMAN RSRCS (incl LABOR R							18750	1	26002	2	27000	1		
MANAGEMENT INFO SYSTEMS									27750	2			27000	1
MARKETING/MARK MGMT (RESR	18000	1	30000	1	22000	1			22940	5	24625	4	23184	18
ADVERTISING	26000	1									17000	2		
COMMUNICATIONS													18220	2
JOURNALISM													13200	2
PHYSICAL EDUCATION									29000	1				
HUMAN ECOLOGY (HOME ECONO					21000	1							17500	1
TEXTILES & CLOTHING									25166	9				
LETTERS (incl English, Li													20000	4
VISUAL & PERFORMING ARTS	22000	2							17500	1				
HISTORY													19000	1
POLITICAL SCIENCE/GOVT	18000	1					20000	1						
PSYCHOLOGY	17202	3												
SOCIOLOGY													21000	2
AEROSPACE & AERONAUTICAL													28768	2
CHEMICAL									38136	7	37202 26 41000/34800		36114	7
CIVIL							27000	1					30000	1
COMPUTER									32244	1	32200	1	33000	1
ELECTRICAL/ELECTRONIC			33500	2	32900	2	35350	2	35404	5	33972	12	30786	10

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 2

CURRICULUM	PRINTING	RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
INDUSTRIAL								31878	5	26450	4	28067	6
MECHANICAL		32000	2	33750	6	32333	3	33800	11	33788	15	30750	18
METALLURGICAL						31000	2						
ENGINEERING TECHNOLOGY								31512	1	30960	1	30441	5
INDUSTRIAL TECHNOLOGY		21000	2										
AGRIBUSINESS										20000	1		
OTHER AGRICULTURAL SCIENC										21000	1	17500	1
COMPUTER SCIENCE								28325	2	31075	4	33640	5
PHARMACY												40200	3
CHEMISTRY						31200	1			30000	1		
MATHEMATICS								22724	1	32000	1	32200	1
POLYMER SCIENCE												32600	1

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	27901 1287 38500/25000	19243 53 31500/12500	19550 2	24060 323 45000/18000	24101 41 39000/18500	22507 78 45000/15000	25573 60 37600/19000	27952 156 39000/25000	21880 7
BACHELOR - TECHNICAL	30318 22 34800/28000		33300 3	27100 12	28000 1	33102 60 39200/29300	28801 106 45000/23000	30774 411 40000/27100	30424 119 60000/25000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	23872 131 48000/16000	20535 43 37000/15000	20160 69 28000/15705	24516 358 40000/20000	22388 10	21798 607 45000/17000	20356 10	22409 11	19932 42 38900/13200
BACHELOR - TECHNICAL	27595 23 34299/24240	21333 3	23750 2	28024 80 37000/22200		28001 54 60000/21000	30000 1	22500 1	26300 7

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	23138 22 50000/16500	21930 13	21093 43 29400/16000	25653 64 32000/20000	20188 295 36415/15000	22557 85 36000/18000	22753 89 50000/16320	22194 27 35000/18000	20690 63 48000/14500
BACHELOR - TECHNICAL		32716 51 43200/28500	27033 70 39000/24072	33022 205 50400/31000	21395 42 32000/18000	28060 119 42000/22067	27489 142 42000/24732	28072 194 42000/22000	28685 33 60000/19000

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	17625 48 30000/14400	17600 2	17930 46 32000/14000	20393 8	26510 26 42000/23500	23973 15	29188 97 60000/24000	22481 22 36000/18000	28338 126 37300/23000
BACHELOR - TECHNICAL	22648 5	27000 1	19750 2	25250 2	31217 202 39260/28500	27485 61 39600/19000	33488 435 60000/30000	30010 55 41400/25500	35910 475 54780/31500

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	28059 97 55000/21000	27204 95 33800/22750	26429 150 50000/21500	25302 42 33000/20000	25642 27 45000/20000	24455 7	27148 23 31500/25000	27121 31 34800/24100	27860 91 36000/25000
BACHELOR - TECHNICAL	33007 159 42000/28000	33462 396 46000/30600	34576 122 41000/31500	36121 39 40000/32000	32908 208 39000/29400	34201 19	34666 32 40500/30000	35065 78 41000/32000	37349 579 54487/33400

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	25128 29 35000/22000	25700 2	28377 27 40000/24000	23117 6	24588 38 31000/17000	26604 24 32500/21000	
BACHELOR - TECHNICAL	31478 11	34400 5	33093 35 38400/29000	32936 18	27569 8	34133 76 47000/29000	

AVERAGE SALARY OFFERS — MCPA REGIONAL CUMULATIVE REPORT — Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/EMPLOYER — CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 — 90th: 22080 / 10th: 18330 — PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	33371 35 43000/29000	38400 2		34031 22 55000/27500	37083 6	37700 2	36894 7	35991 32 70000/30000	
MBA--TECH	39667 3		29120 1	41000 3	57000 6	39700 7	35583 6	33000 1	32167 3

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	29667 6	39000 2	15000 1	31706 10		33214 7			
MBA--TECH	36400 2			33275 4					

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH	35313 8		34720 5	34075 4		26800 5	20500 2	29900 5	34375 4
MBA--TECH	40000 1		32000 1	42300 1			30300 1		

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH		20000 1		42000 1	26500 1		36057 21 50000/31000	32000 3	41336 14
MBA--TECH							41250 4	35700 2	44513 6

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	34755 4	40000 9	39061 10	48857 7	29000 1		37950 4	35500 2	39079 13
MBA--TECH	38250 4	40000 3	39500 3	52000 2	40250 1			34000 1	41867 3

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH			32500 3		33000 1	37933 7	48000 3
MBA--TECH					36000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	27798 1195 38500/25000	25677 314 55000/19500	21753 3	23071 7	25000 2		22000 1		27177 33 31500/23000
BUSINESS ADMIN (INCL MGMT	28121 30 36500/22000	24179 19	20693 20 30000/14000	21391 14	26500 3		20000 1	19400 5	26591 39 34800/20000
ECONOM & FINANCE (BANKING	29221 34 38500/27000	26389 58 48000/19000	25781 21 32000/22500	24532 104 45000/19000	29679 14	33000 1	20213 3	23500 7	27851 152 40000/23000
HOTEL/RESTAURANT MGMT.		21000 1							
MANAGEMENT INFO SYSTEMS	28820 5								28733 3
MARKETING/MARK MGMT (RESR	27000 1	20820 5	20625 4	23533 12				24000 1	22700 5
REAL ESTATE				24000 1					21000 1
ADVERTISING		16000 1	22500 1	21000 1					36000 1
COMMUNICATIONS		19000 2	21000 2	18529 5					35000 1
JOURNALISM		15600 5	15000 1						
TELECOMMUN/BROADCASTING				19000 1					
ELEMENTARY EDUCATION		16000 1							
LETTERS (incl English, Li								24000 1	
VISUAL & PERFORMING ARTS									11500 1
HUMANITIES - OTHER		28333 3							
HISTORY	28000 1								
POLITICAL SCIENCE/GOVT		35000 1	22000 1	22000 1					36000 1
PSYCHOLOGY		23000 1							22000 1
SOCIAL SCIENCES-OTHER		15000 1							23550 2
CIVIL								29000 1	
INDUSTRIAL									31000 1
INDUSTRIAL TECHNOLOGY									33000 1
AGRIBUSINESS				22000 1					

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
COMPUTER SCIENCE	24000 1	13500 1							
INFORMATION SCIENCES & SY	26500 2								
ACTUARIAL		27000 1							
BIOLOGICAL			21000 1						
MATHEMATICS				11440 1					

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT		UNDERWRITING		INSURANCE - CL		DESIGN/GRAPHIC		MEDIA PLANNING		REPORTING		PRODUCTION		PUBLIC RELATIO		WRITING / EDIT	
ACCOUNTING	27000	3	25748	2	21633	3												
BUSINESS ADMIN (INCL MGMT	20667	3	24918 28500/22000	28	22872 26500/17000	28	15000	1	17000	1					20800	1		
ECONOM & FINANCE (BANKING	25714	7	24772 39000/20000	35	22359	17												
MARKETING/MARK MGMT (RESR	18667	3	24601	11	22905	13			19757	7					26250	2		
REAL ESTATE			27000	1														
ADVERTISING							20853	3	16000	2			24500	4	18500	2	21333	3
COMMUNICATIONS			24973	7	21520	5	17165	4	20150	2			24755	15	21865	16	18545	4
JOURNALISM					21750	2	13355	3	17000	1	17101	13	10700	1	20715	13	18830	12
TELECOMMUN/BROADCASTING			25333	3	21650	1			15000	1	28480	2	19417	6	20000	1		
ELEMENTARY EDUCATION									22000	1								
TEXTILES & CLOTHING							15000	1										
FOREIGN LANGUAGES					21600	1			26500	1								
LETTERS (incl English, Li			24000	1	18100	2					22000	1	23000	1	20167	3	17150	5
VISUAL & PERFORMING ARTS							19236	11					15838	4	30000	1		
HUMANITIES - OTHER			23400	5	24900	3	12480	1							14400	1		
CRIMINAL JUSTICE			20000	1	22000	1									15013	1		
HISTORY					24676	2	25000	1										
POLITICAL SCIENCE/GOVT	20500	2			22350	2	26000	1							15600	1	17000	1
PSYCHOLOGY			14700	1					35000	1					17000	1		
SOCIOLOGY					21000	1									19000	1		
SOCIAL SCIENCES-OTHER					23500	1												
AEROSPACE & AERONAUTICAL							30400	2										
CHEMICAL													39500	1				

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
CIVIL				33600 1					
ELECTRICAL/ELECTRONIC				35390 2			28333 3		
INDUSTRIAL		26000 1	25000 1						
MECHANICAL				34000 1			34616 20 39000/31800	32000 1	26000 1
METALLURGICAL							32456 9		
MINING (INCL GEOLOGICAL)							34550 2		
ENGINEERING TECHNOLOGY				25020 3			23100 1		
INDUSTRIAL TECHNOLOGY									26000 1
AGRIBUSINESS							19000 1	22000 1	
COMPUTER SCIENCE			11520 1						
ACTUARIAL		17500 1							
ARCHITECTURAL & ENVIRONME				21800 1					
CHEMISTRY									15600 1
GEOLOGY & GEOLOGICAL SCI							34020 1		
MATHEMATICS	15000 1								

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING		29000 1	17667 3				21667 6	25206 2	22369 17
BUSINESS ADMIN (INCL MGMT		26380 16	24345 29 34200/19000	25781 14	20667 6	30085 15	24913 96 50000/19000	21360 3	25938 2
DISTRIBUTION MANAGEMENT		30000 1		29357 7		31750 2			
ECONOM & FINANCE (BANKING	23000 1	18500 1	22800 15	26000 1	25767 3	32500 2	25256 80 40000/19200	20165 3	22721 4
HOTEL/RESTAURANT MGMT.							27650 2		
HUMAN RSRCS (incl LABOR R					21000 1		24500 2		
MANAGEMENT INFO SYSTEMS							26500 4		
MARKETING/MARK MGMT (RESR	21130 10	24575 22 50000/20000	23538 90 30000/19500	23400 5	22583 18	23600 5	25747 285 48000/21000	22167 3	22100 1
ADVERTISING	23500 5	21667 3			15000 1		24288 16		
COMMUNICATIONS	18500 2	22275 4	22500 2			23000 1	23711 37 30000/20000	18300 2	
JOURNALISM	18600 5	20793 2	22750 4				26273 11		
TELECOMMUN/BROADCASTING	18000 2		21341 11	14000 1			25300 22 31200/22000		
ELEMENTARY EDUCATION							30000 1		
PHYSICAL EDUCATION		18700 1							
HUMAN ECOLOGY (HOME ECONO	22000 1						15300 1		
TEXTILES & CLOTHING			20617 36 27000/16000				20750 4		
MERCHANDISING MANAGEMENT			23125 8				19000 1		
FOREIGN LANGUAGES					31500 1		20333 3		
LETTERS (incl English, Li		20550 2	23125 4	13000 1			23286 7	25250 2	
VISUAL & PERFORMING ARTS		13645 1					13125 4		
HUMANITIES - OTHER		11500 1	22550 10			46000 1	30724 17		27961 2
CRIMINAL JUSTICE							22000 1	24165 3	20900 1
HISTORY		19500 2		18500 2		23000 1	17600 5	21023 2	

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
POLITICAL SCIENCE/GOVT		17500 1					25732 11	20592 13	22512 2
PSYCHOLOGY		16120 1	20160 5		21000 1		22880 18		18000 1
SOCIOLOGY			19200 1				23354 7		
SOCIAL SCIENCES-OTHER		20000 1		25000 1	18000 1		28000 1	20107 3	
AEROSPACE & AERONAUTICAL							37400 1		
AGRICULTURAL							18000 1		
CHEMICAL		38850 2		34500 1		37020 1	36767 3		
CIVIL					36100 1				
COMPUTER							28000 2		
ELECTRICAL/ELECTRONIC					35700 1		31554 16		
INDUSTRIAL			30840 1	36900 1			31745 23 34000/31000		40000 1
MECHANICAL		34500 1			32500 1		32413 25 37400/30600		
ENGINEERING TECHNOLOGY					32150 2	28200 1	31750 4		
INDUSTRIAL TECHNOLOGY							12480 1		
AGRIBUSINESS			25250 2				26333 6		
ANIMAL SCIENCES			27000 1				22000 3		
PLANT SCIENCES							15740 2		
NATURAL RESOURCES							26004 1		
OTHER AGRICULTURAL SCIENC							22000 1		
COMPUTER SCIENCE					29000 1				
INFORMATION SCIENCES & SY							31500 1		
ARCHITECTURAL & ENVIRONME				22000 1					
BIOLOGICAL			20250 4				28100 5		28000 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 3

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
CHEMISTRY		31500 2				-	28491 7		
MATHEMATICS			22000 1				31375 4		
OTHER PHYSICAL & EARTH SC							30000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
ACCOUNTING					34000 1				
BUSINESS ADMIN (INCL MGMT	21012 2	26000 1	23667 6						28614 7
DISTRIBUTION MANAGEMENT			22500 1						
ECONOM & FINANCE (BANKING	17600 1	17060 1	25000 1		23875 1				34800 2
HUMAN RSRCS (incl LABOR R									23000 1
COMMUNICATIONS		24000 1	29167 3						26500 1
TEXTILES & CLOTHING							14560 1		
VISUAL & PERFORMING ARTS		15500 2							
HUMANITIES - OTHER		29044 3							
CRIMINAL JUSTICE		24178 30 50000/18500	12000 1	23000 1					
POLITICAL SCIENCE/GOVT			22000 1		16500 1				
PSYCHOLOGY		19000 2							
SOCIOLOGY		24000 4							
SOCIAL SCIENCES-OTHER		16000 1	24000 2	24800 1	15557 2			17680 2	15000 1
AEROSPACE & AERONAUTICAL							29789 16		30989 9
AGRICULTURAL							32588 5	27000 1	
ARCHITECTURAL							28451 7		
BIOENGINEERING & BIOMEDIC						30900 4			
CHEMICAL							37527 13	34858 12	37421 32 41000/36000
CIVIL	32000 1				28601 10		28696 236 38040/24752	29903 22 39500/27072	33350 8
ELECTRICAL/ELECTRONIC		32300 1	31750 2				33393 43 38000/30000		34024 139 38400/31720
ENIVRONMENTAL ENGINEERING								28000 2	33000 1
INDUSTRIAL						27000 1	34467 3		33606 145 41316/30500

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
MECHANICAL							34119 130 60000/29000	32333 3	34668 298 54780/31200
METALLURGICAL							32533 3		33616 39 36000/32400
MINING (INCL GEOLOGICAL)			33000 1		26000 1			28830 10	31633 3
NUCLEAR			31689 3						32500 1
PETROLEUM									40000 1
ENGINEERING TECHNOLOGY							25904 19	33000 1	33575 31 60000/29500
INDUSTRIAL TECHNOLOGY							21067 3		25000 2
ANIMAL SCIENCES			22200 1						
OTHER AGRICULTURAL SCIENC									26300 1
COMPUTER SCIENCE			29000 1						
BIOLOGICAL								21077 3	
CHEMISTRY					26000 1			25240 5	24750 2
GEOLOGY & GEOLOGICAL SCI			33000 1					21333 3	32500 1
MATHEMATICS					13650 1				
PHYSICS			21000 1						

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	29230 6		32000 1		33000 1				
ECONOM & FINANCE (BANKING		27003 1							
MANAGEMENT INFO SYSTEMS			27000 1						
COMMUNICATIONS									12000 1
LETTERS (incl English, Li			16640 1						10000 1
VISUAL & PERFORMING ARTS									19500 2
AEROSPACE & AERONAUTICAL	27333 1	33400 1	26252 1	29500 1	30693 4	30855 4		29587 6	31101 26 39000/29000
AGRICULTURAL					37050 2	29667 3	33600 2	31129 8	33600 1
ARCHITECTURAL								27750 2	28711 3
BIOENGINEERING & BIOMEDIC			32000 1						32733 3
CHEMICAL		39767 3			37851 52 41500/36000	36267 3	37849 389 46200/36000	37404 41 46000/34800	37287 58 41000/35000
CIVIL	33600 1	28425 4			34650 2	29167 3		28642 55 36500/24752	29903 88 38400/26880
COMPUTER	30784 28 38000/27000	34800 1	31733 16	36435 16	32250 2		32700 1	30732 12	33497 19
ELECTRICAL/ELECTRONIC	33277 32 38400/30000	33452 84 39600/31500	33148 36 37500/30000	34490 89 41000/31320	31679 41 39200/24000	32136 29 48000/25000	36678 9	33815 103 42000/30000	33682 194 40800/30000
INDUSTRIAL	31567 12	31500 1			35667 3		31713 4	32163 42 38000/28000	32115 64 37080/30000
MECHANICAL	35432 5	33902 35 47000/32000	34200 1	32507 3	34714 46 40000/32000	33382 15	36746 20 44500/32000	34306 175 45000/30000	34007 232 54487/29000
METALLURGICAL		50400 1			34602 9	35400 1	33975 4	33064 9	32815 17
MINING (INCL GEOLOGICAL)						26667 3		31729 7	35886 10
NUCLEAR		32600 5			32400 1	36000 1	34800 1		31142 6
PETROLEUM					39925 4			37267 3	39379 18
ENGINEERING TECHNOLOGY		32600 1		27500 1	42375 4	32500 1	30000 1	26650 10	28857 15
INDUSTRIAL TECHNOLOGY									24000 1
COMPUTER SCIENCE	32589 19		31475 33 37620/26000	34044 2	34900 3	20800 1		30560 2	31512 26 43200/25343

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
COMPUTER PROGRAMMING	30000 2								
INFORMATION SCIENCES & SY	29500 1		20000 1						
SYSTEMS ANALYSIS									31000 1
BIOLOGICAL					26000 1		21792 1		
CHEMISTRY					29917 7	27529 7	28788 5	28000 1	
GEOLOGY & GEOLOGICAL SCI								36250 2	
MATHEMATICS			21000 1						
PHYSICS									33600 1
POLYMER SCIENCE					35250 2				

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING	18000 1								23000 1
BUSINESS ADMIN (INCL MGMT	24000 2	18700 1							
MARKETING/MARK MGMT (RESR	28000 1								20000 1
COMMUNICATIONS	15000 1		16640 1						
PHYSICAL EDUCATION							13440 1		23000 1
HUMAN ECOLOGY (HOME ECONO									23398 6
FOREIGN LANGUAGES	14800 1								
LETTERS (incl English, Li									15987 2
HUMANITIES - OTHER									18500 2
PSYCHOLOGY			18700 1	12480 1	16500 1		22090 1		16780 2
SOCIOLOGY	18750 1			14560 1					19000 1
CIVIL				29200 1					
COMPUTER								34000 1	
INDUSTRIAL		23832 1			31080 1				
MECHANICAL			34000 1						
ENGINEERING TECHNOLOGY			19500 1		37500 1				
COMPUTER SCIENCE			33500 1	40000 1					24000 1
ALLIED HEALTH			25750 10		28056 9		31581 21 35500/30000		23110 8
HEALTH SCIENCES	28000 1	30000 1	25750 2						24019 6
NURSING	33755 5			27679 133 47500/23000					11280 1
PHARMACY						39710 24 60000/35000			
BIOLOGICAL		31500 1	14000 2						16833 3
CHEMISTRY		22500 1							

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of offers
90th: 22080 / 10th: 18030

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
MATHEMATICS	22000 1								

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					21120 2	28750 2			
BUSINESS ADMIN (INCL MGMT	18500 1	19500 1			26888 10	27323 8	29129 6		
DISTRIBUTION MANAGEMENT						27500 1			
ECONOM & FINANCE (BANKING					28360 5	29222 9	29920 5		
MANAGEMENT INFO SYSTEMS					27415 40 33600/24240	28716 46 32700/26600	28965 28 35400/25500		
MARKETING/MARK MGMT (RESR					26500 2				
COMMUNICATIONS		18500 2		18540 1			30840 1		
JOURNALISM		14000 1			28000 1				
TELECOMMUN/BROADCASTING	18000 1								
ELEMENTARY EDUCATION				10560 1					
HUMAN ECOLOGY (HOME ECONO		16500 1							
LETTERS (incl English, Li		10400 1					20800 1		
VISUAL & PERFORMING ARTS	23360 2		27000 1		20000 1				
HUMANITIES - OTHER		16750 2		20928 2					
CRIMINAL JUSTICE		20500 2		17625 4					
HISTORY		24000 1				17500 1			
POLITICAL SCIENCE/GOVT	22000 1	20000 1				28900 1			
PSYCHOLOGY	24125 4	16950 24 30000/13200	14000 1	17278 13	17500 1		15500 1		
SOCIOLOGY	15467 3	17500 2		18364 8	19500 2				
SOCIAL SCIENCES-OTHER	17250 2	17925 6		19713 6	25000 1				21000 1
AGRICULTURAL									25000 1
CHEMICAL						29000 1			
CIVIL					29500 1	34600 2	30560 8		

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
COMPUTER					30972 21 37700/26000		29167 3		
ELECTRICAL/ELECTRONIC					33250 4	32944 9	32917 6		
INDUSTRIAL					30000 1	36000 1	31616 5		
MECHANICAL					29500 1	31500 2			
METALLURGICAL									26000 1
ENGINEERING TECHNOLOGY					31500 1	35606 6	29520 1		24000 1
INDUSTRIAL TECHNOLOGY							31000 1		
AGRIBUSINESS									24313 8
ANIMAL SCIENCES									17990 10
PLANT SCIENCES									20813 8
NATURAL RESOURCES									18876 6
OTHER AGRICULTURAL SCIENC		17250 1							20846 6
COMPUTER SCIENCE					28812 168 48000/24000	31477 50 36960/27000	30693 74 45000/26000		
COMPUTER PROGRAMMING					25319 16		27572 3		
INFORMATION SCIENCES & SY					29055 54 34750/26880	29611 9	31087 14		
SYSTEMS ANALYSIS							28733 3		
NURSING									25000 1
ACTUARIAL							24000 1	31803 23 37000/28000	
BIOLOGICAL									14400 1
GEOLOGY & GEOLOGICAL SCI									25000 1
MATHEMATICS					24352 5	31200 1	30525 4	30850 11	
PHYSICS					19000 1				23000 1

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		29303 38 35000/29000		23724 15					
BUSINESS ADMIN (INCL MGMT		26442 26 39000/25000	22046 20 38000/17340	22087 202 44000/17000		26250 1			23141 4
DISTRIBUTION MANAGEMENT				20250 2					
ECONOM & FINANCE (BANKIN		28700 79 37200/26000	24000 2	23387 77 34000/18750	23667 3				22000 1
HOTEL/RESTAURANT MGMT.				20137 54 28000/16500					
HUMAN RSRCS (incl LABOR R		27000 1	26888 11	17750 2					
MANAGEMENT INFO SYSTEMS		30050 12		25528 2					
MARKETING/MARK MGMT (RESR		27125 4	25800 2	22578 113 44000/17500					
REAL ESTATE		30000 1							
ADVERTISING		23250 2		19750 10					16000 1
COMMUNICATIONS			22000 1	21472 32 42000/18000			21023 1		21000 1
JOURNALISM			22000 1	21057 14			13500 2		
TELECOMMUN/BROADCASTING				23400 5					
ELEMENTARY EDUCATION									19440 169 30000/14100
PRE-ELEMENTARY EDUCATION				18000 1					18651 15
PHYSICAL EDUCATION									18737 9
SPECIAL EDUCATION									21185 31 36415/18000
HUMAN ECOLOGY (HOME ECONO				19250 2					
TEXTILES & CLOTHING				20264 11					
MERCHANDISING MANAGEMENT				21114 16					
FOREIGN LANGUAGES		22100 1		21663 4			21000 2		18723 9
LETTERS (incl English, Li		31000 1		20952 10		12500 1	18500 1		21045 17
VISUAL & PERFORMING ARTS				18020 5					20187 20 26000/17000

CURRICULUM	ARCHITECTURE	CONSULTING		HUMAN RESRCS /		MANAGEMENT TRA		MATH/STATISTIC	PARALEGAL		RESEARCHERS NO	RESEARCHERS -		TEACHING	
HUMANITIES - OTHER		32000	1	30000	1	21970	14		37000	1				20084	5
CRIMINAL JUSTICE						23000	1		16000	1					
HISTORY		32000	1			21000	4		16000	1				19500	1
POLITICAL SCIENCE/GOVT		25550	2			21028	18		48000	1					
PSYCHOLOGY		18500	1	25751	4	21353	16				16500	2		16720	2
SOCIOLOGY		23000	1	14000	1	17667	6							23000	1
SOCIAL SCIENCES-OTHER						20031	6							19503	9
AEROSPACE & AERONAUTICAL		30000	1									30000	1		
CHEMICAL		35983	6									32667	3		
CIVIL		29544	18			30933	3								
COMPUTER		28000	2												
ELECTRICAL/ELECTRONIC		30117	12			35245	4					33706	5		
INDUSTRIAL		29724	17			33192	9								
MECHANICAL		31758	17			35068	12					26252	1	34800	1
METALLURGICAL						33640	4								
MINING (INCL GEOLOGICAL)		31525	4												
NUCLEAR						33049	2								
ENGINEERING TECHNOLOGY		29333	3			26800	4								
INDUSTRIAL TECHNOLOGY						26115	12								
AGRIBUSINESS						22217	10								
ANIMAL SCIENCES						25000	1								
PLANT SCIENCES						25750	2								
NATURAL RESOURCES		27000	1												

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 3

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
COMPUTER SCIENCE		30840 25 36000/29000		25000 1					
INFORMATION SCIENCES & SY		30886 14		27440 4					
SYSTEMS ANALYSIS		31000 1							
ALLIED HEALTH		20000 1							
HEALTH SCIENCES									20000 1
NURSING								26000 1	
ACTUARIAL		35357 7							
ARCHITECTURAL & ENVIRONME	25000 2		19500 1						
BIOLOGICAL				22500 1			19500 1	21000 1	21400 5
CHEMISTRY								26995 17	16398 3
GEOLOGY & GEOLOGICAL SCI								21600 1	
MATHEMATICS		33833 6		20667 3	26685 12				20985 17
PHYSICS									24000 1
OTHER PHYSICAL & EARTH SC				30000 1					19200 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27848 1266 38500/25000	25445 412 55000/18000	22727 53 32000/17000	23790 146 45000/18000	28684 19	33000 1	20528 5	22107 14	27398 240 40000/21000
BACHELOR - TECHNICAL	25667 3	20250 2	21000 1	16720 2				29000 1	32000 2

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	23333 18	24635 95 39000/20800	22548 82 35000/16973	18322 26 43000/12584	20182 17	18830 16	22028 31 33840/15000	20931 44 30000/15000	18676 25 27000/13458
BACHELOR - TECHNICAL	15000 1	21750 2	18260 2	29604 10			33004 38 39500/28000	27000 2	22533 3

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	20762 26 50000/16000	23558 60 50000/17000	22731 218 34200/19000	24951 32 33800/18000	22322 32 36000/16500	29251 27 50000/21000	25147 642 60000/18500	21421 36 40000/15996	22833 30 33000/20195
BACHELOR - TECHNICAL		35040 5	23482 9	31133 3	32933 6	32610 2	30251 107 44000/22000		34000 2

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	19874 3	23567 45 50000/17060	23933 15	23900 2	21098 5		14560 1	17680 2	27867 12
BACHELOR - TECHNICAL	32000 1	32300 1	29677 10		27050 13	30120 5	30809 478 60000/24912	29531 62 40000/24000	34203 713 60000/30720

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	29230 6	27003 1	25213 3		33000 1				
BACHELOR - TECHNICAL	32202 101 44040/28000	33642 136 50400/31500	31924 90 37620/25000	34600 112 45700/31460	34892 183 52000/30000	31533 71 48000/24900	37486 437 46200/35000	33173 478 46000/27500	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	20364 7	18700 1	17670 2	13520 2	16500 1		17765 2		
BACHELOR - TECHNICAL	31254 7	26958 4	24941 17	27781 135 47500/23000	29189 11	39710 24 60000/35000	31581 21 35500/30000	34000 1	

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	20187 14	17392 44 30000/14000	20500 2	18036 35 26000/14000	26646 65 33600/23040	28440 68 35000/26500	28632 42 37600/25500		21000 1
BACHELOR - TECHNICAL		17250 1			28788 273 48000/24000	31838 81 39200/27000	30647 123 45000/26000	31495 34 37000/28000	20925 45 30000/17500

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		28366 171 39000/26000	23890 43 38000/18000	21877 642 44000/16500	23667 3	25958 6	17690 8		19742 295 36415/15000
BACHELOR - TECHNICAL	25000 2	31009 135 40000/28000	19500 1	29075 73 38000/22000	26685 12		19500 1	28343 30 38000/21000	21067 29 34800/18100

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 1 February 1991

ROCKY MOUNTAIN REGION (RMCPA)

American Graduate School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Kearney State University
Montana State University
University of Montana
University of Nebraska - Lincoln
University of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
Peru State College
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Rocky Mountain** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (January 11, 1991 through February 8, 1991) and cumulatively (September 1, 1990, and February 1991).

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 1/11/91 THROUGH 2/8/91

CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	18	341	$26983	$26954	*	*	*	128	895	$25289	$26176	$29200	$25500	$20000
BUSINESS ADMIN (INCL MGMT	2	93	23900	23898	*	*	*	42	291	21519	22972	27600	22000	16000
DISTRIBUTION MANAGEMENT	+	1	+	26700				+	3	+	26133			
ECONOM & FINANCE (BANKING	2	102	26000	25105	*	*	*	58	294	25825	24596	31200	25050	21600
HOTEL/RESTAURANT MGMT.	2	5	20100	21140	*	*	*	22	28	21827	21457	22000	22000	22000
HUMAN RSRCS (incl LABOR R	+	6	+	24000				1	35	13000	23736	*	*	*
MANAGEMENT INFO SYSTEMS	+	18	+	28719				9	79	25042	27824	*	*	*
MARKETING/MARK MGMT (RESR	+	115	+	24175				43	300	23295	23429	28000	22800	19900
REAL ESTATE	+	+	+	+				+	4	+	20080			
COMMUNICATIONS														
ADVERTISING	+	12	+	23105				+	24	+	21761			
COMMUNICATIONS	+	9	+	22113				9	57	23444	21625	*	*	*
JOURNALISM	+	4	+	19850				1	33	12480	18324	*	*	*
TELECOMMUN/BROADCASTING	1	2	21037	22019	*	*	*	1	6	21037	20866	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	+	36	+	21366				13	135	18803	20211	*	*	*
PRE-ELEMENTARY EDUCATION	+	7	+	13868				2	21	10000	17699	*	*	*
PHYSICAL EDUCATION	+	1	+	21340				1	15	20000	18355	*	*	*
SPECIAL EDUCATION	+	11	+	23829				2	29	18300	23539	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				2	7	17200	18171	*	*	*
TEXTILES & CLOTHING	+	5	+	19700				+	9	+	21700			
MERCHANDISING MANAGEMENT	+	6	+	20583				+	21	+	21324			
HUMANITIES														
FOREIGN LANGUAGES	+	3	+	20333				+	9	+	21733			
LETTERS (incl English, Li	+	9	+	20078				2	35	18700	21248	*	*	*
VISUAL & PERFORMING ARTS	+	7	+	21200				2	25	16065	20267	*	*	*
HUMANITIES - OTHER	+	6	+	20993				1	22	16400	21224	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	5	+	23466				+	21	+	21365			
HISTORY	+	4	+	21700				1	14	15800	21536	*	*	*
POLITICAL SCIENCE/GOVT	+	8	+	23699				4	39	21250	21781	*	*	*
PSYCHOLOGY	+	11	+	18250				5	42	17744	18586	*	*	*
SOCIOLOGY	+	3	+	17739				2	26	13800	19043	*	*	*
SOCIAL SCIENCES-OTHER	+	2	+	21230				5	41	15880	19251	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	21	+	31176				2	57	32250	30445	*	*	*
AGRICULTURAL	+	3	+	29700				+	13	+	32154			
ARCHITECTURAL	+	12	+	31217				2	23	25910	31107	*	*	*
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	3	+	25833			
CHEMICAL	22	109	36400	37294	$39800	$37400	$32800	73	308	37247	37084	39800	38000	35000
CIVIL	16	90	28554	29217	*	*	*	76	283	28278	29201	33000	28650	24144
COMPUTER	3	29	31333	31790	*	*	*	5	49	32180	31993	*	*	*
ELECTRICAL/ELECTRONIC	7	173	33414	33193	*	*	*	50	455	33003	33036	37500	33400	30000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 1/11/91 THROUGH 2/8/91

CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	2	+	$29700				+	2	+	$29700			
INDUSTRIAL	3	50	$32705	32040	*	*	*	6	113	$29769	31811	*	*	*
MECHANICAL	20	221	36110	34131	$39500	$37600	$31800	72	538	35220	33979	$38796	$36000	$30480
METALLURGICAL	11	23	34045	33558	*	*	*	16	41	33692	33815	*	*	*
MINING (INCL GEOLOGICAL)	4	4	33710	33710	*	*	*	12	32	31152	31018	*	*	*
NUCLEAR	+	1	+	34000				+	8	+	32919			
PETROLEUM	13	29	39946	38986	*	*	*	31	75	39645	38798	42000	40200	36600
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	7	33	29897	28359	*	*	*	9	54	31680	28264	*	*	*
INDUSTRIAL TECHNOLOGY	2	2	27000	27000	*	*	*	2	9	27000	24222	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	1	2	23000	25000	*	*	*	7	20	19914	22075	*	*	*
ANIMAL SCIENCES	1	2	26000	22000	*	*	*	2	12	21500	21642	*	*	*
PLANT SCIENCES	+	2	+	19000				+	4	+	22120			
NATURAL RESOURCES	+	3	+	18760				+	5	+	20056			
OTHER AGRICULTURAL SCIENC	6	6	28523	28523	*	*	*	9	15	27571	26416	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	9	89	33911	30300	*	*	*	23	253	29874	29661	36000	32240	21400
COMPUTER PROGRAMMING	+	3	+	23746				+	12	+	28695			
INFORMATION SCIENCES & SY	+	36	+	29804				11	79	27218	28326	*	*	*
SYSTEMS ANALYSIS	+	+	+	+				1	1	18600	18600	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	+	13	+	27178				3	45	21483	27835	*	*	*
HEALTH SCIENCES	+	6	+	21705				9	23	20720	21061	*	*	*
NURSING	+	6	+	21147				9	34	23100	25366	*	*	*
PHARMACY	+	4	+	37500				+	6	+	38000			
SCIENCES														
ACTUARIAL	+	1	+	23000				+	2	+	27700			
ARCHITECTURAL & ENVIRONME	+	2	+	25750				1	10	26400	25910	*	*	*
BIOLOGICAL	+	5	+	23742				4	18	20125	20895	*	*	*
CHEMISTRY	+	7	+	28394				3	21	28067	26631	*	*	*
GEOLOGY & GEOLOGICAL SCI	1	4	25000	27000	*	*	*	2	11	28500	27832	*	*	*
MATHEMATICS	+	12	+	28120				11	39	27860	25408	*	*	*
PHYSICS	+	1	+	33600				1	6	32500	28267	*	*	*
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	1	+	19747			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	151	1838						808	5240					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	14	255	$26893	$27534	*	*	*	107	642	$25532	$26744	$29200	$25500	$21500
ACCOUNTING (PRIVATE)	5	93	26600	25336	*	*	*	23	255	23894	24411	27000	26000	18060
COMMERCIAL BANKING (CNSMR	+	5	+	18960				3	19	17333	20884	*	*	*
COMMERCIAL BANKING (LENDG	+	9	+	25167				4	21	20750	22595	*	*	*
INVESTMT BANKING (CORP FN	+	1	+	21000				2	10	25400	25780	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				1	1	24000	24000	*	*	*
INVESTMT BANKG (REAL EST)	+	+	+	+				+	3	+	18500			
INVESTMT BANKG (SALES & T	+	+	+	+				1	6	27000	22633	*	*	*
FINANCIAL/TREASURY ANALYS	1	40	28000	25771	*	*	*	22	107	26182	25588	31500	25700	22000
PORTFOLIO MGMT/BROKERAGE	+	5	+	22640				1	11	25000	22564	*	*	*
UNDERWRITING	+	13	+	23193				6	39	25963	23495	*	*	*
INSURANCE - CLAIMS	+	11	+	22498				4	39	24855	22954	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	+	+	+				1	9	14400	20838	*	*	*
MEDIA PLANNING	+	+	+	+				+	1	+	29000			
REPORTING	+	1	+	13960				1	10	12480	15528	*	*	*
PRODUCTION	+	7	+	31214				1	22	16000	24226	*	*	*
PUBLIC RELATIONS	+	2	+	17800				3	16	16933	18665	*	*	*
WRITING / EDITING	+	2	+	18100				1	12	18000	18833	*	*	*
MARKETING														
ADVERTISING	+	3	+	20667				4	9	20950	21756	*	*	*
BRAND/PRODUCT MANAGEMENT	+	12	+	25152				3	30	22667	25346	*	*	*
BUYER/MERCHANDISING	+	23	+	24963				+	53	+	23468			
DISTRIBUTION	+	5	+	26140				+	14	+	25414			
MARKET RESEARCH	+	5	+	28400				2	30	26750	25045	*	*	*
PURCHASING	+	3	+	23933				3	12	22533	23608	*	*	*
SALES	2	108	27700	25431	*	*	*	39	316	25931	24975	31000	26000	19000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	+	+	+				+	16	+	19658			
FINANC,TAXA, MONETARY POL	2	5	22019	25037	*	*	*	6	34	21232	22780	*	*	*
ECONOMIC PROGRAMS	+	1	+	24000				+	3	+	21867			
LAW ENFORCEMENT	+	2	+	28666				+	14	+	23551			
MILITARY	+	4	+	24343				2	21	25000	23303	*	*	*
NATIONAL SECURITY	+	2	+	21000				1	4	26000	22750	*	*	*
URBAN / REGIONAL PLANNING	+	+	+	+				+	2	+	18910			
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	4	+	24500			
DESIGN / CONSTRUCT	10	101	29881	30603	*	*	*	27	290	29874	30697	38100	28800	23280
ENVIRONMENTAL/SANITATION	3	23	32180	30630	*	*	*	5	56	27911	30272	*	*	*
MANUFACTURING/INDUSTRIAL	9	126	34949	33950	*	*	*	19	314	34975	33615	*	*	*
SYSTEMS / PROGRAMMING	+	19	+	31399				10	73	31659	32013	*	*	*
POWER SYSTEMS	+	18	+	31601				7	80	32600	32740	*	*	*
SOFTWARE DESIGN & DEVELOP	+	19	+	31281				7	52	30900	31940	*	*	*
HARDWARE DESIGN & DEVELOP	+	38	+	33970				7	64	31668	33457	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	+	31	+	$33132				2	104	$38300	$33208	*	*	*
TESTING	2	17	$28500	30079	*	*	*	4	56	27750	30674	*	*	*
PROCESS ENGINEERING	9	98	37222	37239	*	*	*	58	274	37133	37199	$39800	$38000	$33600
PROJECT ENGINEERING	48	94	35751	35069	$41000	$36250	$29600	107	239	35176	34565	41000	35000	30000
OTHER ENGINEERING	25	194	32842	32755	37200	32000	28000	114	417	31763	32289	38500	31010	25000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	3	+	21667				2	14	18940	25075	*	*	*
INDUSTRIAL HYGIENE	+	1	+	23832				+	2	+	23916			
MEDICAL TECHNOLOGY	+	12	+	26192				3	21	25983	24655	*	*	*
NURSES / PERSONAL CARE	+	5	+	23120				9	30	23100	25073	*	*	*
OCCUPATIONAL THERAPY	+	3	+	27339				1	11	22000	28572	*	*	*
PHARMACIST	+	4	+	37500				+	6	+	38000			
PHYSICAL THERAPY	+	+	+	+				+	1	+	13440			
RESPIRATORY THERAPY	+	+	+	+				+	1	+	34000			
OTHER HEALTH RELATED	+	7	+	19411				8	44	19560	24341	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	1	+	10000				+	12	+	20517			
COUNSELING	+	6	+	15583				5	26	14630	16428	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	+	+	+			
SOCIAL WORK	+	3	+	15571				3	17	15167	16173	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	5	72	32240	28365	*	*	*	18	188	27912	28000	*	*	*
INFORMATION SYSTEMS	+	21	+	31766				13	77	23238	28387	*	*	*
SYSTEMS ANALYSIS & DESIGN	4	35	36000	31343	*	*	*	20	119	28967	29894	36000	29250	21400
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	4	+	30960				+	6	+	31373			
AGRICULTURE/NAT'L RESOURC	3	13	28379	22270	*	*	*	8	31	23430	21820	*	*	*
ARCHITECTURE	+	1	+	25000				1	5	26400	25880	*	*	*
CONSULTING	2	60	28200	28342	*	*	*	5	105	26780	28580	*	*	*
HUMAN RESRCS /INDUS RELS	+	7	+	24076				1	36	19000	22577	*	*	*
MANAGEMENT TRAINEE	7	118	24600	22281	*	*	*	77	397	21696	21917	25000	22000	18000
MATH/STATISTICIANS	+	4	+	27791				1	8	30000	24761	*	*	*
PARALEGAL	+	+	+	+				+	5	+	19000			
RESEARCHERS NON-TECHNICAL	+	+	+	+				+	2	+	27500			
RESEARCHERS - TECHNICAL	+	1	+	30000				+	7	+	29879			
TEACHING	+	62	+	21365				25	265	17937	20636	21000	17600	15000
TOTALS	151	1838						808	5240					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

RMCPA REGIONAL Report No. 1 FEBRUARY 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	2	35	$28250	$31229	*	*	*	19	102	$29111	$30614	*	*	*
MBA--NON-TECH	10	48	37840	34788	*	*	*	24	101	34663	32852	$42000	$32500	$29000
MBA--TECH	1	4	40000	40275	*	*	*	4	12	34500	34367	*	*	*
MS-BUSINESS	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	1	1	33000	33000	*	*	*	2	5	40500	34562	*	*	*
HUMAN RESOURCES (INCL LAB	+	+	+	+				+	3	+	31467			
MANAGEMENT INFORMATION SY	+	1	+	27000				4	7	33500	33886	*	*	*
MARKETING/MKTNG MGT (RESE	+	1	+	40300				+	2	+	41150			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				4	4	33250	33250	*	*	*
COMMUNICATIONS	+	+	+	+				4	5	25250	26392	*	*	*
JOURNALISM	+	1	+	21500				+	1	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	9	+	25857			
ELEMENTARY EDUCATION	+	4	+	26450				+	24	+	24407			
PHYSICAL EDUCATION	+	+	+	+				+	3	+	21000			
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	+	+	+				+	5	+	25958			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	1	+	21000			
LETTERS	+	1	+	24000				1	3	13500	20500	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				+	1	+	21325			
HUMANITIES - OTHER	+	1	+	35000				+	1	+	35000			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	7	+	26573			
SOCIOLOGY	+	1	+	24000				+	1	+	24000			
SOCIAL SCIENCES - OTHER	+	4	+	36575				+	11	+	31826			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	1	+	34000				1	7	36500	35017	*	*	*
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	+	+	+			

continued

RMCPA REGIONAL Report No. 1 FEBRUARY 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CHEMICAL	+	7	+	$39643				4	15	$39611	$39476	*	*	*
CIVIL	+	17	+	34874				+	48	+	34894			
COMPUTER	+	1	+	39600				+	1	+	39600			
ELECTRICAL/ELECTRONIC	1	21	$43600	36222	*	*	*	3	54	37733	37410	*	*	*
INDUSTRIAL	+	6	+	39175				+	13	+	36492			
MECHANICAL	+	27	+	40246				16	56	35428	38121	*	*	*
METALLURGICAL	4	7	36000	36767	*	*	*	9	16	38111	38014	*	*	*
MINING & MINERAL	+	4	+	36825				2	13	42400	35085	*	*	*
NUCLEAR	+	+	+	+				+	2	+	37800			
PETROLEUM	+	4	+	43375				10	16	42536	44806	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	1	+	36000				+	2	+	28000			
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	25098				+	4	+	25299			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	2	+	24679			
CHEMISTRY	+	+	+	+				+	2	+	27000			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	25	+	36340				4	49	32875	36074	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	3	4	42200	41150	*	*	*	13	15	37277	36507	*	*	*
MATHEMATICS (INCL ACTUARI	+	3	+	29667				+	5	+	26280			
PHYSICS	+	1	+	22356				1	3	28000	27219	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	22	233						125	632					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	2	19	$55500	$40874	*	*	*	5	31	$43200	$36365	*	*	*
MBA--TECH	+	1	+	25000				+	6	+	37667			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	11	18	40145	38833	*	*	*	18	27	39993	39307	*	*	*
MBA--TECH	1	2	32700	39850	*	*	*	1	2	32700	39850	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	9	17	52456	45747	*	*	*	10	45	50760	42731	*	*	*
MBA--TECH	+	1	+	33600				+	16	+	42894			
TOTALS	23	58						34	127					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	2	+	$50000				+	5	+	$54220			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	2	+	29377				+	4	+	35768			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	1	+	30000			
FOREIGN LANGUAGES	+	1	+	28000				+	1	+	28000			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	1	1	$52700	52700	*	*	*	1	2	$52700	51350	*	*	*
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	1	+	54080				2	3	42000	46027	*	*	*
CHEMICAL	+	2	+	48000				1	4	49000	48865	*	*	*
CIVIL	+	3	+	42667				+	3	+	42667			
COMPUTER	+	+	+	+				+	1	+	59500			
ELECTRICAL/ELECTRONIC	+	+	+	+				+	7	+	58457			
INDUSTRIAL ENGINEERING	+	1	+	54000				+	1	+	54000			
MECHANICAL	+	2	+	47202				+	2	+	47202			
METALLURGICAL	+	1	+	52440				2	5	45000	45288	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	1	+	36000			
BIOLOGICAL	+	1	+	33550				+	1	+	33550			
CHEMISTRY	+	+	+	+				1	12	42400	46047	*	*	*
GEOLOGICAL (INCL GEOPHYS)	1	1	51000	51000	*	*	*	4	4	51325	51325	*	*	*
MATHEMATICS	+	+	+	+				2	5	35750	35300	*	*	*
PHYSICS	+	+	+	+				+	1	+	40000			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	2	18						13	64					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS FEBRUARY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	25616 100 39500/21500					25000 1	22000 1		
BUSINESS ADMIN (INCL MGMT	24500 2			14800 1	20500 1	23000 3	24400 2		
ECONOM & FINANCE (BANKING	26250 2	31200 1		21756 9	27000 1	36167 3	24000 2	26667 3	
MANAGEMENT INFO SYSTEMS	25000 1						25000 1		
MARKETING/MARK MGMT (RESR		24000 1		21000 1	26000 2	23500 2			
JOURNALISM						12480 1			
SOCIAL SCIENCES-OTHER						12000 1			
CHEMICAL								32000 1	
CIVIL								28501 12	28705 13
COMPUTER								29000 1	
ELECTRICAL/ELECTRONIC						31500 2	30812 5	33100 2	32000 1
INDUSTRIAL						33375 1		27500 1	
MECHANICAL							35000 1	33000 3	30600 2
MINING (INCL GEOLOGICAL)								26016 1	
PETROLEUM									33000 1
ENGINEERING TECHNOLOGY									37920 2
AGRIBUSINESS				21450 2				16800 1	
COMPUTER SCIENCE							27229 7	21400 1	
INFORMATION SCIENCES & SY							30000 1		
BIOLOGICAL							22000 1		
CHEMISTRY									36000 1
GEOLOGY & GEOLOGICAL SCI								25000 1	
MATHEMATICS							18000 1	24000 2	30053 3

AVERAGE SALARY OFFERS FEBRUARY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING						16400 2			
BUSINESS ADMIN (INCL MGMT	21833 3	13800 1		30000 1	18000 1	20904 10			
ECONOM & FINANCE (BANKING	21600 1		24333 3	25820 10		21100 5			
HOTEL/RESTAURANT MGMT.		20100 2	22000 20 22000/22000						
HUMAN RSRCS (incl LABOR R				13000 1					
MANAGEMENT INFO SYSTEMS						21000 2			
MARKETING/MARK MGMT (RESR		19900 1		20250 2		22803 25 31000/20000			
COMMUNICATIONS				24000 1		22900 5			
ELEMENTARY EDUCATION				18000 1					
POLITICAL SCIENCE/GOVT	22000 1								
PSYCHOLOGY			18000 1			19907 3			
SOCIAL SCIENCES-OTHER						17850 2			
INDUSTRIAL				26500 2					
MECHANICAL						34000 1			
INFORMATION SCIENCES & SY				29000 1		22867 3			
BIOLOGICAL						22000 1			

AVERAGE SALARY OFFERS FEBRUARY 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			28250 2			22000 1	18215 4		24000 1
BUSINESS ADMIN (INCL MGMT	17500 1	25000 1	25250 2		22000 1	20248 2	23800 1	19660 3	
ECONOM & FINANCE (BANKING						21254 1	25000 1		
MANAGEMENT INFO SYSTEMS				25380 1					
COMMUNICATIONS				24500 1				18000 1	
TELECOMMUN/BROADCASTING						21037 1			
ELEMENTARY EDUCATION					18869 12				
PRE-ELEMENTARY EDUCATION					10000 2				
PHYSICAL EDUCATION					20000 1				
SPECIAL EDUCATION					19100 1				17500 1
HUMAN ECOLOGY (HOME ECONO					19400 1				
LETTERS (incl English, Li					18400 1				
VISUAL & PERFORMING ARTS					16065 2				
HUMANITIES - OTHER					16400 1				
HISTORY					15800 1				
POLITICAL SCIENCE/GOVT					15000 1	26000 1			
SOCIOLOGY					17600 1				
SOCIAL SCIENCES-OTHER						14400 1			17300 1
ARCHITECTURAL							22320 1		
CIVIL				34000 1		24973 5	25721 21 36000/24144		
ELECTRICAL/ELECTRONIC				33012 1		26000 2			
MECHANICAL		33000 1		34900 5		26000 1			
MINING (INCL GEOLOGICAL)				33800 1			24000 1		

AVERAGE SALARY OFFERS FEBRUARY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
AGRIBUSINESS						23000 1			
COMPUTER SCIENCE		15000 1				26252 1			
SYSTEMS ANALYSIS							18600 1		
ALLIED HEALTH							14500 1	24975 2	
HEALTH SCIENCES								24110 4	18000 2
NURSING								23700 7	20000 1
BIOLOGICAL					18500 1			18000 1	
CHEMISTRY					17000 1	31200 1			
GEOLOGY & GEOLOGICAL SCI		32000 1							
MATHEMATICS					16000 1		33900 1		

AVERAGE SALARY OFFERS FEBRUARY 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING									29000 1
BUSINESS ADMIN (INCL MGMT					19500 1			16000 1	
ECONOM & FINANCE (BANKING									24000 1
MANAGEMENT INFO SYSTEMS							28000 2		
HUMAN ECOLOGY (HOME ECONO			15000 1						
PSYCHOLOGY				11000 1					
SOCIOLOGY				10000 1					
AEROSPACE & AERONAUTICAL					32250 2				
CHEMICAL						36120 5			37733 15
CIVIL					27000 1			29529 11	
ELECTRICAL/ELECTRONIC					32690 4			24000 1	37500 2
MECHANICAL					30489 4	33998 2		33000 2	36932 3
METALLURGICAL					31500 1	30000 1			
ENGINEERING TECHNOLOGY					29167 3	33000 1	27000 1		
AGRIBUSINESS						18900 3			
ANIMAL SCIENCES						21500 2			
OTHER AGRICULTURAL SCIENC						27600 5			
COMPUTER SCIENCE					30580 3				
INFORMATION SCIENCES & SY					26000 3				29000 1
HEALTH SCIENCES				15500 2					
NURSING									22000 1
ARCHITECTURAL & ENVIRONME								26400 1	
MATHEMATICS							24000 1		40400 1

AVERAGE SALARY OFFERS FEBRUARY 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING									27154 13
BUSINESS ADMIN (INCL MGMT	26000 1					22000 1		16000 1	27600 1
ECONOM & FINANCE (BANKING			28000 1						28767 12
MANAGEMENT INFO SYSTEMS	27000 1								25000 1
MARKETING/MARK MGMT (RESR			22400 3						28000 3
POLITICAL SCIENCE/GOVT									22000 1
CHEMICAL			33833 6		33600 1	28600 1			38403 41 41200/36000
CIVIL						31165 4			33250 4
COMPUTER		33450 2							
ELECTRICAL/ELECTRONIC	32739 7	35356 3	33600 2		35910 2			31000 1	34773 11
INDUSTRIAL							31740 1		
MECHANICAL	33900 2	33833 3	27500 1		32833 3			31800 1	37779 34 41000/36000
METALLURGICAL					33967 13				36000 1
MINING (INCL GEOLOGICAL)						32223 9			
PETROLEUM									39948 29 46000/36600
ENGINEERING TECHNOLOGY		30000 1						31777 1	
INDUSTRIAL TECHNOLOGY			27000 2						
OTHER AGRICULTURAL SCIENC			27534 4						
COMPUTER SCIENCE	32600 2				35400 1				35800 5
INFORMATION SCIENCES & SY									32400 2
MATHEMATICS									36000 1
PHYSICS		32500 1							

AVERAGE SALARY OFFERS FEBRUARY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							19100 2
ECONOM & FINANCE (BANKING			28000 1				25100 1
MARKETING/MARK MGMT (RESR			28000 1				24000 2
COMMUNICATIONS							30000 1
LETTERS (incl English, Li							19000 1
ARCHITECTURAL							29500 1
CHEMICAL						39504 1	30600 2
CIVIL				28400 2		34350 2	
COMPUTER						34000 1	31000 1
ELECTRICAL/ELECTRONIC			34260 1		34500 1		31800 2
INDUSTRIAL							33000 1
MECHANICAL						35400 2	24000 1
PETROLEUM						37500 1	
COMPUTER SCIENCE			34500 1			28000 1	
HEALTH SCIENCES							23040 1

AVERAGE SALARY OFFERS FEBRUARY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	25601 105 39500/21500	27600 2		21055 11	24875 4	24907 11	23967 6	26667 3	
BACHELOR - TECHNICAL				21450 2		32125 3	28104 16	28190 26 34200/24000	30494 23 39720/27000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	21820 5	18475 4	22125 24 25000/22000	23981 16	18000 1	21654 54 31000/18000			
BACHELOR - TECHNICAL				27333 3		24920 5			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	17500 1	25000 1	26750 4	24940 2	17691 25 30500/15000	20741 7	20277 6	19245 4	19600 3
BACHELOR - TECHNICAL		26667 3		34414 8	17167 3	25756 11	25133 26 36000/22992	23592 14	18667 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL			15000 1	10500 2	19500 1		28000 2	16000 1	26500 2
BACHELOR - TECHNICAL				15500 2	30141 21 33500/27000	28910 19	25500 2	29415 15	36661 23 40400/36000

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	26500 2		23800 4			22000 1		16000 1	27639 31 34000/26000
BACHELOR - TECHNICAL	32925 11	33697 10	30789 15		34044 20 37200/32500	31662 14	31740 1	31526 3	37881 128 46000/33600

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL			28000 2				
BACHELOR - TECHNICAL			34380 2	28400 2	34500 1	34813 8	

AVERAGE SALARY OFFERS FEBRUARY 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU		ACCOUNTING (PR		CO	MMERCIAL BAN		COMMERCIAL BAN		INVESTMT BANKI		INVESTMT BANKN		INVESTMT BANKG		INVESTMT BANKG		FINANCIAL/TREA	
ACCOUNTING	25614 39500/22000	102	24278 30000/18060	20														29000	1
BUSINESS ADMIN (INCL MGMT	21400	2	16000	1	1	4800	1	13500	1									21220	5
ECONOM & FINANCE (BANKING	25500	3	24000	1	1	8600	2	24000	2	28800	1	24000	1			27000	1	27779	14
MARKETING/MARK MGMT (RESR			24000	1														30000	1
POLITICAL SCIENCE/GOVT										22000	1							22000	1
AGRIBUSINESS								21500	1										

AVERAGE SALARY OFFERS FEBRUARY 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING	25000 1								
BUSINESS ADMIN (INCL MGMT							16000 1	16000 1	18000 1
ECONOM & FINANCE (BANKING		27445 4	24807 3					18000 1	
MARKETING/MARK MGMT (RESR		22000 1	25000 1						
COMMUNICATIONS		24000 1							
JOURNALISM						12480 1			
SOCIAL SCIENCES-OTHER				14400 1					
AGRIBUSINESS								16800 1	

AVERAGE SALARY OFFERS FEBRUARY 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									16800 1
BUSINESS ADMIN (INCL MGMT	20900 2	18000 1			25000 1	27600 1	28000 2		20300 1
ECONOM & FINANCE (BANKING							29200 9		23127 2
MARKETING/MARK MGMT (RESR		25000 2			28500 1		24622 18		
COMMUNICATIONS	30000 1					20000 2	24333 3		
TELECOMMUN/BROADCASTING									21037 1
ELEMENTARY EDUCATION							18000 1		
PSYCHOLOGY							17420 1		
SOCIAL SCIENCES-OTHER	12000 1								
CIVIL							29410 2		
METALLURGICAL							34068 1		
AGRIBUSINESS									23000 1
ANIMAL SCIENCES							26000 1		
BIOLOGICAL							22000 1		

AVERAGE SALARY OFFERS FEBRUARY 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
POLITICAL SCIENCE/GOVT				26000 1					
ARCHITECTURAL							22320 1		
CHEMICAL							37600 2		37657 7
CIVIL			24000 1				26142 14		
ELECTRICAL/ELECTRONIC							32000 4	33000 1	35850 2
INDUSTRIAL								31740 1	
MECHANICAL			26000 1				35850 6	31800 1	32940 7
METALLURGICAL									33600 1
MINING (INCL GEOLOGICAL)								26016 1	35040 1
ENGINEERING TECHNOLOGY									30000 1
CHEMISTRY								17000 1	

AVERAGE SALARY OFFERS FEBRUARY 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	28800 1								19500 1
MANAGEMENT INFO SYSTEMS	25000 3								
AEROSPACE & AERONAUTICAL									32250 2
ARCHITECTURAL									29500 1
CHEMICAL					36600 1	24000 1	37604 51 41200/36000	37721 5	35533 6
CIVIL								31164 20 36000/28000	27586 37 36120/24167
COMPUTER			33450 2						31333 3
ELECTRICAL/ELECTRONIC	35465 6	32750 4	32725 4	31529 6	40000 1	30000 1		33246 8	32302 12
INDUSTRIAL									29375 5
MECHANICAL		32400 3				28500 2	34000 1	35824 19	36360 32 44000/32000
METALLURGICAL							32625 4	34090 10	
MINING (INCL GEOLOGICAL)								31277 10	
PETROLEUM								39645 31 46000/36600	
ENGINEERING TECHNOLOGY									31890 8
OTHER AGRICULTURAL SCIENC									28000 2
COMPUTER SCIENCE			18500 1				35400 1	34500 1	
CHEMISTRY							36000 1	31200 1	
GEOLOGY & GEOLOGICAL SCI								28500 2	
MATHEMATICS									34092 5
PHYSICS				32500 1					

AVERAGE SALARY OFFERS FEBRUARY 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	22880 1				22000 1				
HUMAN ECOLOGY (HOME ECONO	15000 1								
PSYCHOLOGY									11000 1
ALLIED HEALTH			31950 1						18000 1
HEALTH SCIENCES			23000 2						21896 5
NURSING				23100 9					
BIOLOGICAL									18000 1

AVERAGE SALARY OFFERS FEBRUARY 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING						20000 1			18000 1
BUSINESS ADMIN (INCL MGMT						23500 3	23598 2		
ECONOM & FINANCE (BANKING					24550 2	30000 1			
MANAGEMENT INFO SYSTEMS					26190 2		28000 2		
ELEMENTARY EDUCATION		13350 1							
SPECIAL EDUCATION		17500 1							
POLITICAL SCIENCE/GOVT		15000 1							
SOCIOLOGY		10000 1							
SOCIAL SCIENCES-OTHER		17300 1							
ELECTRICAL/ELECTRONIC							30000 1		
AGRIBUSINESS									21150 2
ANIMAL SCIENCES									17000 1
OTHER AGRICULTURAL SCIENC									27534 4
COMPUTER SCIENCE					29904 11	20000 1	31219 8		
INFORMATION SCIENCES & SY						24320 5	29633 6		
SYSTEMS ANALYSIS							18600 1		
ALLIED HEALTH				14500 1					
HEALTH SCIENCES				15500 2					
BIOLOGICAL						22000 1			
MATHEMATICS					24000 3	18000 1			

AVERAGE SALARY OFFERS FEBRUARY 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				30000 1					
BUSINESS ADMIN (INCL MGMT				21731 11					22000 1
ECONOM & FINANCE (BANKING		25000 2		22567 9					
HOTEL/RESTAURANT MGMT.				21827 22 22200/22000					
HUMAN RSRCS (incl LABOR R				13000 1					
MANAGEMENT INFO SYSTEMS				21000 2					
MARKETING/MARK MGMT (RESR		27500 1		20675 17					
COMMUNICATIONS				22000 2					
ELEMENTARY EDUCATION									19371 11
PRE-ELEMENTARY EDUCATION									10000 2
PHYSICAL EDUCATION									20000 1
SPECIAL EDUCATION									19100 1
HUMAN ECOLOGY (HOME ECONO									19400 1
LETTERS (incl English, Li			19000 1						18400 1
VISUAL & PERFORMING ARTS									16065 2
HUMANITIES - OTHER									16400 1
HISTORY									15800 1
PSYCHOLOGY				20100 3					
SOCIOLOGY									17600 1
SOCIAL SCIENCES-OTHER				17850 2					
CIVIL		28200 2							
INDUSTRIAL TECHNOLOGY				27000 2					
AGRIBUSINESS				17900 2					

AVERAGE SALARY OFFERS FEBRUARY 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
OTHER AGRICULTURAL SCIENC				27333 3					
ARCHITECTURAL & ENVIRONME	26400 1								
BIOLOGICAL									18500 1
MATHEMATICS					30000 1				16000 1

AVERAGE SALARY OFFERS FEBRUARY 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	25532 107 39500/21500	23894 23 30000/18060	17333 3	20500 3	25400 2	24000 1		27000 1	26182 22 34000/22000
BACHELOR - TECHNICAL				21500 1					

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	25000 1	25963 6	24855 4	14400 1		12480 1	16000 1	17000 2	18000 1
BACHELOR - TECHNICAL								16800 1	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	20950 4	22667 3			26750 2	22533 3	25601 34 45000/19000		20878 5
BACHELOR - TECHNICAL							28178 5		23000 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL				26000 1					
BACHELOR - TECHNICAL			25000 2				29874 27 3850[illegible]3280	27911 5	34975 19

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	25950 4								
BACHELOR - TECHNICAL	35465 6	32600 7	30900 7	31668 7	38300 2	27750 4	37133 58 41200/33600	35176 107 46000/30000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	18940 2				22000 1				
BACHELOR - TECHNICAL			25983 3	23100 9					

AVERAGE SALARY OFFERS FEBRUARY 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL		14630 5			25370 4	24100 5	25799 4		18000 1
BACHELOR - TECHNICAL				15167 3	28639 14	22700 8	29760 16		24205 7

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		25833 3	19000 1	21412 70 30000/18000					17996 23 30500/15000
BACHELOR - TECHNICAL	26400 1	28200 2		24543 7	30000 1				17250 2

AVERAGE SALARY OFFERS FEBRUARY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	28167 3	26000 1		31333 3	43680 5	29000 1	33667 3	29500 2	
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	42333 3								
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH									
MBA--TECH							34000 2		

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									30000 1
MBA--TECH					40000 1				

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH			34000 1						29000 1
MBA--TECH									30000 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 2 March 1991

ROCKY MOUNTAIN REGION (RMCPA)

American Graduate School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Kearney State University
Montana State University
University of Montana
University of Nebraska - Lincoln
University of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
Peru State College
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Rocky Mountain** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (February 8, 1991 through March 8, 1991) and cumulatively (September 1, 1990, and March 8, 1991).

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RMCPA REGIONAL Report No. 2 MARCH 1991

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 2/8/91 THROUGH 3/8/91

CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

BY CURRICULUM FOR	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	3	421	$24000	$28375	*	*	*	198	1618	$24952	$26603	$29200	$25350	$20195
BUSINESS ADMIN (INCL MGMT	7	47	20130	24948	*	*	*	68	431	21788	23096	28000	21300	16000
DISTRIBUTION MANAGEMENT	+	5	+	28500				+	8	+	27613			
ECONOM & FINANCE (BANKING	1	87	28800	26679	*	*	*	87	464	25157	25002	30000	25000	18000
HOTEL/RESTAURANT MGMT.	+	9	+	20061				22	38	21827	21097	22000	22000	22000
HUMAN RSRCS (incl LABOR R	+	8	+	25375				2	46	18500	24027	*	*	*
MANAGEMENT INFO SYSTEMS	3	17	28427	29077	*	*	*	12	164	25888	27781	*	*	*
MARKETI"G/MARK MGMT (RESR	+	69	+	25528				54	456	22440	23540	27500	22000	18000
REAL ESTATE	+	+	+	+				+	4	+	20080			
COMMUNICATIONS														
ADVERTISING	1	9	12000	22433	*	*	*	1	35	12000	21767	*	*	*
COMMUNICATIONS	+	23	+	21644				14	104	22297	21583	*	*	*
JOURNALISM	+	18	+	20510				2	59	17882	18833	*	*	*
TELECOMMUN/BROADCASTING	+	8	+	26250				1	17	21037	23106	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	17	27	19233	18665	*	*	*	31	191	19377	19937	23975	19000	16100
PRE-ELEMENTARY EDUCATION	+	+	+	+				2	25	10000	17139	*	*	*
PHYSICAL EDUCATION	1	1	16305	16305	*	*	*	2	21	18153	19120	*	*	*
SPECIAL EDUCATION	2	2	23000	23000	*	*	*	4	36	20650	23017	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				2	9	17200	19411	*	*	*
TEXTILES & CLOTHING	+	13	+	20015				1	23	27000	20978	*	*	*
MERCHANDISING MANAGEMENT	+	3	+	21833				+	24	+	21388			
HUMANITIES														
FOREIGN LANGUAGES	2	5	21234	19484	*	*	*	3	15	23656	21434	*	*	*
LETTERS (incl English, Li	2	13	21000	22346	*	*	*	4	52	19850	21681	*	*	*
VISUAL & PERFORMING ARTS	1	14	22079	17767	*	*	*	6	42	21302	19738	*	*	*
HUMANITIES - OTHER	+	10	+	23248				1	32	16400	21856	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	1	9	15600	19650	*	*	*	1	37	15600	21057	*	*	*
HISTORY	2	7	17618	18034	*	*	*	3	24	17012	20447	*	*	*
POLITICAL SCIENCE/GOVT	+	13	+	21540				7	60	21229	21665	*	*	*
PSYCHOLOGY	+	20	+	19419				5	74	17744	18802	*	*	*
SOCIOLOGY	1	8	12000	20150	*	*	*	5	38	15542	18943	*	*	*
SOCIAL SCIENCES-OTHER	3	12	17213	19205	*	*	*	10	56	16668	19088	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	6	+	28110				2	74	32250	30318	*	*	*
AGRICULTURAL	+	1	+	25000				+	17	+	31471			
ARCHITECTURAL	+	1	+	29700				3	26	25133	30727	*	*	*
BIOENGINEERING & BIOMEDIC	+	1	+	30000				+	4	+	26875			
CHEMICAL	10	120	38190	37985	*	*	*	109	685	37580	36990	40200	38000	35000
CIVIL	15	50	32120	31054	*	*	*	111	390	29510	29798	36000	29400	24144
COMPUTER	1	10	35000	34270	*	*	*	6	73	32650	32056	*	*	*
ELECTRICAL/ELECTRONIC	9	94	31478	33073	*	*	*	108	737	31597	32943	37200	33000	26000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	2	+	$29700			
INDUSTRIAL	+	14	+	$33673				9	164	$31126	32058	*	*	*
MECHANICAL	11	144	$34820	34333	*	*	*	106	891	34643	33897	$38500	$35538	$29000
METALLURGICAL	+	9	+	33904				17	54	33722	33803	*	*	*
MINING (INCL GEOLOGICAL)	+	+	+	+				12	32	31152	31018	*	*	*
NUCLEAR	+	+	+	+				+	9	+	32895			
PETROLEUM	3	22	39700	40664	*	*	*	35	123	39597	38486	42000	40000	36600
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	2	10	30900	29770	*	*	*	21	97	28966	27814	33600	30000	25000
INDUSTRIAL TECHNOLOGY	+	3	+	31500				2	12	27000	26042	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	7	15	19457	22263	*	*	*	18	43	19469	21949	*	*	*
ANIMAL SCIENCES	+	8	+	20805				2	23	21500	21528	*	*	*
PLANT SCIENCES	+	2	+	20000				+	6	+	21413			
NATURAL RESOURCES	+	1	+	28080				+	8	+	21095			
OTHER AGRICULTURAL SCIENC	+	5	+	24338				10	23	27114	25440	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	47	33500	31146	*	*	*	45	395	31026	30153	36000	32300	24000
COMPUTER PROGRAMMING	+	+	+	+				+	15	+	29123			
INFORMATION SCIENCES & SY	+	22	+	30948				12	102	26530	28800	*	*	*
SYSTEMS ANALYSIS	+	2	+	23500				1	3	18600	21867	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	1	10	29000	29696	*	*	*	4	59	23363	27774	*	*	*
HEALTH SCIENCES	+	1	+	24500				9	26	20720	20944	*	*	*
NURSING	+	3	+	25333				9	55	23100	27964	*	*	*
PHARMACY	+	21	+	40099				+	27	+	39633			
SCIENCES														
ACTUARIAL	+	2	+	22750				+	4	+	25225			
ARCHITECTURAL & ENVIRONME	+	1	+	25000				1	15	26400	25927	*	*	*
BIOLOGICAL	1	7	20903	21902	*	*	*	6	30	20901	20410	*	*	*
CHEMISTRY	1	2	24500	28840	*	*	*	4	37	27175	27625	*	*	*
GEOLOGY & GEOLOGICAL SCI	2	3	22400	23267	*	*	*	4	17	25450	27691	*	*	*
MATHEMATICS	+	8	+	21746				12	61	27538	25595	*	*	*
PHYSICS	+	+	+	+				2	13	33260	28176	*	*	*
OTHER PHYSICAL & EARTH SC	2	2	18400	18400	*	*	*	2	4	18400	20637	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	113	1525						1230	8559					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	3	371	$24000	$28512	*	*	*	158	1234	$25292	$27135	$29000	$25500	$21500
ACCOUNTING (PRIVATE)	+	55	+	27180				37	396	23635	24744	27500	25200	14400
COMMERCIAL BANKING (CNSMR	+	5	+	25600				3	28	17333	21850	*	*	*
COMMERCIAL BANKING (LENDG	+	10	+	24920				4	34	20750	23065	*	*	*
INVESTMT BANKING (CORP FN	+	+	+	+				5	13	25100	25577	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				1	1	24000	24000	*	*	*
INVESTMT BANKG (REAL EST)	+	1	+	20000				+	4	+	18875			
INVESTMT BANKG (SALES & T	+	+	+	+				1	11	27000	23963	*	*	*
FINANCIAL/TREASURY ANALYS	1	30	28800	28731	*	*	*	41	167	26498	26242	32000	27000	22000
PORTFOLIO MGMT/BROKERAGE	+	+	+	+				4	16	17965	21160	*	*	*
UNDERWRITING	+	16	+	24000				9	71	24442	23705	*	*	*
INSURANCE - CLAIMS	+	6	+	19849				5	51	23484	22344	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	4	+	17145				1	14	14400	19295	*	*	*
MEDIA PLANNING	+	1	+	35000				+	5	+	25460			
REPORTING	+	+	+	+				1	13	12480	14975	*	*	*
PRODUCTION	+	7	+	21377				2	35	20000	24503	*	*	*
PUBLIC RELATIONS	+	11	+	20603				4	30	17325	19384	*	*	*
WRITING / EDITING	+	7	+	21586				1	20	18000	19635	*	*	*
MARKETING														
ADVERTISING	+	5	+	18800				5	17	20660	20135	*	*	*
BRAND/PRODUCT MANAGEMENT	1	11	12000	19066	*	*	*	22	68	23117	23855	27000	22502	18000
BUYER/MERCHANDISING	+	37	+	21831				1	99	15996	22841	*	*	*
DISTRIBUTION	+	8	+	29558				+	30	+	26709			
MARKET RESEARCH	+	2	+	27500				3	39	26833	25261	*	*	*
PURCHASING	+	3	+	29293				4	17	22400	24787	*	*	*
SALES	1	87	16640	25831	*	*	*	49	488	24658	24882	31000	25000	16640
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	3	+	21000				+	19	+	19870			
FINANC,TAXA, MONETARY POL	+	4	+	20725				6	42	21232	22802	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				2	7	23296	22056	*	*	*
LAW ENFORCEMENT	+	6	+	21723				+	25	+	22986			
MILITARY	+	3	+	23667				2	26	25000	23803	*	*	*
NATIONAL SECURITY	3	3	16867	16867	*	*	*	4	7	19150	20229	*	*	*
URBAN / REGIONAL PLANNING	2	4	20153	17892	*	*	*	2	7	20153	17261	*	*	*
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	4	+	24500			
DESIGN / CONSTRUCT	12	63	31250	32387	*	*	*	64	440	29901	30781	37200	30000	23000
ENVIRONMENTAL/SANITATION	+	13	+	31084				5	81	27911	30503	*	*	*
MANUFACTURING/INDUSTRIAL	1	69	27000	34221	*	*	*	27	480	35219	33740	38500	36000	30480
SYSTEMS / PROGRAMMING	+	14	+	33901				13	109	32115	32129	*	*	*
POWER SYSTEMS	1	9	36120	30940	*	*	*	11	108	33029	32930	*	*	*
SOFTWARE DESIGN & DEVELOP	1	17	35000	33648	*	*	*	9	91	32033	32469	*	*	*
HARDWARE DESIGN & DEVELOP	4	27	30675	32988	*	*	*	11	94	31307	33354	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	5	32	$34160	$34059	*	*	*	8	173	$33925	$33937	*	*	*
TESTING	1	16	24500	31264	*	*	*	9	82	26451	30457	*	*	*
PROCESS ENGINEERING	7	101	37700	38696	*	*	*	89	553	37350	37480	$40400	$38000	$34000
PROJECT ENGINEERING	15	47	37333	36312	*	*	*	144	403	34677	34231	40200	35250	29000
OTHER ENGINEERING	5	67	31080	33239	*	*	*	162	714	31938	32598	38316	32000	26000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	1	+	22000				2	19	18940	24503	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	2	+	23916			
MEDICAL TECHNOLOGY	+	4	+	23925				3	28	25983	24349	*	*	*
NURSES / PERSONAL CARE	+	4	+	22120				9	51	23100	27158	*	*	*
OCCUPATIONAL THERAPY	+	5	+	28360				1	17	22000	29035	*	*	*
PHARMACIST	+	22	+	39483				+	28	+	39165			
PHYSICAL THERAPY	1	2	29000	25545	*	*	*	1	4	29000	19045	*	*	*
RESPIRATORY THERAPY	+	2	+	36828				+	3	+	35885			
OTHER HEALTH RELATED	+	5	+	20876				8	53	19560	24256	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	3	+	21240				+	15	+	20661			
COUNSELING	1	8	12000	15363	*	*	*	9	41	16362	16686	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				1	1	15240	15240	*	*	*
SOCIAL WORK	+	6	+	20408				4	29	15375	16927	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	+	43	+	30559				33	305	28513	28420	34200	28200	24000
INFORMATION SYSTEMS	+	13	+	31862				16	107	24756	29174	*	*	*
SYSTEMS ANALYSIS & DESIGN	2	15	31000	30872	*	*	*	25	191	29166	29761	36000	29000	24500
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	2	+	30000				+	10	+	30424			
AGRICULTURE/NAT'L RESOURC	4	19	19000	21821	*	*	*	15	55	21352	21431	*	*	*
ARCHITECTURE	+	1	+	25000				1	7	26400	25057	*	*	*
CONSULTING	1	38	20800	29047	*	*	*	7	175	26243	28662	*	*	*
HUMAN RESRCS /INDUS RELS	+	6	+	25033				1	50	19000	22429	*	*	*
MANAGEMENT TRAINEE	10	100	21269	22954	*	*	*	101	594	21701	22256	26000	22000	18000
MATH/STATISTICIANS	+	3	+	20747				1	16	30000	23501	*	*	*
PARALEGAL	+	+	+	+				+	5	+	19000			
RESEARCHERS NON-TECHNICAL	+	+	+	+				1	5	21000	24400	*	*	*
RESEARCHERS - TECHNICAL	+	+	+	+				1	16	24000	29153	*	*	*
TEACHING	31	48	19924	19721	$22296	$20000	$18000	61	366	19498	20511	23975	19268	15800
TOTALS	113	1525						1230	8559					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

RMCPA REGIONAL Report No. 2 MARCH 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	2	15	$25000	$37500	*	*	*	30	142	$28640	$31118	$32500	$28250	$24000
MBA--NON-TECH	10	38	41460	36570	*	*	*	34	156	36662	33870	46000	33500	29000
MBA--TECH	1	7	24700	50757	*	*	*	5	20	32540	39435	*	*	*
MS-BUSINESS	+	6	+	50654				1	7	40000	49132	*	*	*
ECONOMICS & FINANCE (BANK	+	28	+	44118				2	34	40500	42209	*	*	*
HUMAN RESOURCES (INCL LAB	+	1	+	35500				2	6	21500	28817	*	*	*
MANAGEMENT INFORMATION SY	+	+	+	+				4	7	33500	33886	*	*	*
MARKETING/MKTNG MGT (RESE	+	12	+	45745				+	14	+	45088			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				4	4	33250	33250	*	*	*
COMMUNICATIONS	+	1	+	32800				4	6	25250	27460	*	*	*
JOURNALISM	+	1	+	21500				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	15	+	24187			
ELEMENTARY EDUCATION	+	+	+	+				+	26	+	24472			
PHYSICAL EDUCATION	+	+	+	+				+	4	+	24500			
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	+	+	+				+	9	+	23896			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	16650			
LETTERS	+	+	+	+				1	4	13500	23500	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				+	2	+	21163			
HUMANITIES - OTHER	+	2	+	35000				+	3	+	35000			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	1	+	12600				+	9	+	23945			
SOCIOLOGY	+	1	+	28000				+	3	+	24267			
SOCIAL SCIENCES - OTHER	+	2	+	25500				+	13	+	30853			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	1	+	40000				1	8	36500	35640	*	*	*
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	+	+	+			
CHEMICAL	+	8	+	40934				4	25	39611	39818	*	*	*

continued

RMCPA REGIONAL Report No. 2 MARCH 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	+	10	+	$35110				+	60	+	$34900			
COMPUTER	+	1	+	35200				+	2	+	37400			
ELECTRICAL/ELECTRONIC	+	21	+	41129				3	86	$37733	38078	*	*	*
INDUSTRIAL	+	+	+	+				+	18	+	36437			
MECHANICAL	+	10	+	36704				17	82	35109	38000	*	*	*
METALLURGICAL	+	+	+	+				9	16	38111	38014	*	*	*
MINING & MINERAL	+	+	+	+				2	13	42400	35085	*	*	*
NUCLEAR	+	+	+	+				+	2	+	37800			
PETROLEUM	4	4	$42300	42300	*	*	*	14	22	42469	43523	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	2	+	21091			
HEALTH SCIENCES	+	1	+	25000				+	4	+	26500			
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	5	+	27239			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	1	+	28080			
BIOLOGICAL	+	+	+	+				+	2	+	24679			
CHEMISTRY	+	+	+	+				+	7	+	32486			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	2	+	45500				4	59	32875	36904	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				14	25	37443	36393	*	*	*
MATHEMATICS (INCL ACTUARI	1	1	35000	35000	*	*	*	1	8	35000	26900	*	*	*
PHYSICS	+	+	+	+				1	3	28000	27219	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	18	174						157	939					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	4	35	$35625	$51463	*	*	*	9	72	$39833	$44058	*	*	*
MBA--TECH	+	8	+	54688				+	15	+	47100			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	1	33	26000	53455	*	*	*	19	73	39257	45901	*	*	*
MBA--TECH	+	27	+	57141				2	30	38850	55584	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	1	20	32000	57315	*	*	*	11	69	49055	47032	*	*	*
MBA--TECH	1	14	36400	54693	*	*	*	1	30	36400	48400	*	*	*
TOTALS	7	137						42	289					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	+	+	+				+	5	+	$54220			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	$43000				+	5	+	37214			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	1	+	30000			
FOREIGN LANGUAGES	+	1	+	45739				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	3	+	50000				1	5	$52700	50540	*	*	*
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				2	3	42000	46027	*	*	*
CHEMICAL	+	3	+	53820				1	12	49000	52177	*	*	*
CIVIL	+	+	+	+				2	5	39498	41399	*	*	*
COMPUTER	+	1	+	45000				+	2	+	52250			
ELECTRICAL/ELECTRONIC	+	1	+	36000				+	9	+	56133			
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	1	+	36000				+	3	+	43468			
METALLURGICAL	+	3	+	47000				2	8	45000	45930	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	1	+	36000			
BIOLOGICAL	+	+	+	+				+	1	+	33550			
CHEMISTRY	+	3	+	49000				1	34	42400	49060	*	*	*
GEOLOGICAL (INCL GEOPHYS)	2	2	$56000	56000	*	*	*	6	7	52883	50549	*	*	*
MATHEMATICS	+	1	+	54400				2	6	35750	38483	*	*	*
PHYSICS	+	1	+	40000				+	2	+	40000			
POLYMER	+	1	+	53400				+	1	+	53400			
TOTALS	2	22						17	114					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MARCH 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	25372 150 39500/21600					25000 1	21800 2		
BUSINESS ADMIN (INCL MGMT	24500 2			14800 1	20500 1	20250 4	24400 2		
ECONOM & FINANCE (BANKING	25767 3	31200 1		22080 10	27000 1	33125 4	24000 2	27250 4	15996 1
MANAGEMENT INFO SYSTEMS	25000 1						25000 1		
MARKETING/MARK MGMT (RESR		24000 1		16950 2	26000 2	23500 2	23000 1		
JOURNALISM						12480 1			
FOREIGN LANGUAGES						28500 1			
SOCIAL SCIENCES-OTHER						12000 1			
CHEMICAL								32000 1	
CIVIL								29078 13	29234 14
COMPUTER								29000 1	
ELECTRICAL/ELECTRONIC						30667 3	32190 19	33100 2	31360 2
INDUSTRIAL						33375 1		27500 1	
MECHANICAL							35000 1	33000 3	32132 3
MINING (INCL GEOLOGICAL)								26016 1	
PETROLEUM									33000 1
ENGINEERING TECHNOLOGY						30000 1	16500 1		35947 3
AGRIBUSINESS				20300 3				16800 1	
COMPUTER SCIENCE							30859 17	21400 1	
INFORMATION SCIENCES & SY							30000 1		
BIOLOGICAL							22000 1		
CHEMISTRY								24500 1	36000 1
GEOLOGY & GEOLOGICAL SCI								22900 2	

AVERAGE SALARY OFFERS MARCH 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MATHEMATICS							18000 1	24000 2	30053 3
PHYSICS							34020 1		

AVERAGE SALARY OFFERS MARCH 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING		23000 1		18000 1	25200 1	20267 3			
BUSINESS ADMIN (INCL MGMT	21833 3	13800 1	18600 1	22500 2	18000 1	20460 21 26000/18000			
ECONOM & FINANCE (BANKING	17292 5		24333 3	25517 12		21389 9			
HOTEL/RESTAURANT MGMT.		20100 2	22000 20 22000/22000						
HUMAN RSRCS (incl LABOR R				13000 1					
MANAGEMENT INFO SYSTEMS				28391 2		23500 3			
MARKETING/MARK MGMT (RESR	20000 1	19900 1		21900 3		21877 30 31000/18000			
ADVERTISING						12000 1			
COMMUNICATIONS			16800 1	24000 1		22051 7			
ELEMENTARY EDUCATION				18000 1					
HISTORY						15000 1			
POLITICAL SCIENCE/GOVT	22000 1		20400 1	19200 1					
PSYCHOLOGY			18000 1			19907 3			
SOCIAL SCIENCES-OTHER						17447 3			
INDUSTRIAL				26500 2					
MECHANICAL						34000 1			
INFORMATION SCIENCES & SY				29000 1		22867 3			
BIOLOGICAL						2000 1			

AVERAGE SALARY OFFERS MARCH 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			27500 3	24000 1		22416 5	18572 5		24000 1
BUSINESS ADMIN (INCL MGMT	17500 1	25000 1	25250 2		22000 1	21344 6	19900 2	19660 3	
ECONOM & FINANCE (BANKING						23923 2	25000 1		24000 1
HUMAN RSRCS (incl LABOR R						24000 1			
MANAGEMENT INFO SYSTEMS				25380 1					
MARKETING/MARK MGMT (RESR						23284 1			
COMMUNICATIONS				24500 1				18000 1	
JOURNALISM						23284 1			
TELECOMMUN/BROADCASTING						21037 1			
ELEMENTARY EDUCATION					19423 30 30500/15000				
PRE-ELEMENTARY EDUCATION					10000 2				
PHYSICAL EDUCATION					20000 1	16305 1			
SPECIAL EDUCATION					21700 3				17500 1
HUMAN ECOLOGY (HOME ECONO					19400 1				
FOREIGN LANGUAGES					21234 2				
LETTERS (incl English, Li					20133 3				
VISUAL & PERFORMING ARTS					21302 6				
HUMANITIES - OTHER					16400 1				
CRIMINAL JUSTICE						15600 1			
HISTORY					18018 2				
POLITICAL SCIENCE/GOVT					15000 1	26000 1	24000 1		
SOCIOLOGY					17600 1	20112 1	18000 1		
SOCIAL SCIENCES-OTHER					20400 1	16467 3			17300 1

AVERAGE SALARY OFFERS MARCH 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ARCHITECTURAL							22950 2		
CHEMICAL						16973 1			
CIVIL			32300 2	34000 1		25837 7	26604 32 36000/23040		
ELECTRICAL/ELECTRONIC		35000 2		32577 10		25547 19			
MECHANICAL		33000 1		33560 10		26126 4			
MINING (INCL GEOLOGICAL)				33800 1			24000 1		
ENGINEERING TECHNOLOGY		25000 1				23500 2	26700 1		
AGRIBUSINESS					20065 3	23000 1	20920 2		
COMPUTER SCIENCE		15000 1		30600 1		25651 3			
INFORMATION SCIENCES & SY					18960 1				
SYSTEMS ANALYSIS							18600 1		
ALLIED HEALTH							14500 1	24975 2	29000 1
HEALTH SCIENCES								24110 4	18000 2
NURSING								23700 7	20000 1
BIOLOGICAL					19702 2		24000 1	18000 1	
CHEMISTRY					17000 1	31200 1			
GEOLOGY & GEOLOGICAL SCI		32000 1					24000 1		
MATHEMATICS					16000 1	24000 1	33900 1		
OTHER PHYSICAL & EARTH SC					18400 2				

AVERAGE SALARY OFFERS MARCH 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING						13200 1	13680 2		29000 1
BUSINESS ADMIN (INCL MGMT					19500 1		30250 4	16000 1	
ECONOM & FINANCE (BANKING							24000 1		24000 2
MANAGEMENT INFO SYSTEMS							28000 2		
HUMAN ECOLOGY (HOME ECONO			15000 1						
PSYCHOLOGY				11000 1					
SOCIOLOGY			12000 1	10000 1					
SOCIAL SCIENCES-OTHER	15240 1								
AEROSPACE & AERONAUTICAL					32250 2				
CHEMICAL						36120 5			38187 31 40700/36720
CIVIL					27000 1			28835 15	36000 1
ELECTRICAL/ELECTRONIC					32767 5		32650 2	24000 1	37833 3
INDUSTRIAL					33000 1		30996 1		
MECHANICAL					30444 9	33065 3	35040 2	33000 2	37324 4
METALLURGICAL					31500 1	30000 1			
ENGINEERING TECHNOLOGY					28875 4	33000 1	30300 2		
AGRIBUSINESS						18463 8			
ANIMAL SCIENCES						21500 2			
OTHER AGRICULTURAL SCIENC						27600 5			
COMPUTER SCIENCE					30580 3				36000 1
INFORMATION SCIENCES & SY					26000 3				29000 1
HEALTH SCIENCES				15500 2					
NURSING									22000 1

AVERAGE SALARY OFFERS MARCH 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ARCHITECTURAL & ENVIRONME								26400 1	
MATHEMATICS							24000 1		40400 1

AVERAGE SALARY OFFERS MARCH 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING		28500 1							27825 16
BUSINESS ADMIN (INCL MGMT	26000 1		27000 1			22000 1		16000 1	29200 3
ECONOM & FINANCE (BANKING	33000 1	28800 1	28000 1	18000 1					28583 18
MANAGEMENT INFO SYSTEMS	27000 1								25000 1
MARKETING/MARK MGMT (RESR			21675 4						28000 3
POLITICAL SCIENCE/GOVT									22000 1
CHEMICAL			34357 7		33600 1	28600 1			38656 58 41200/36000
CIVIL						31165 4			35988 17
COMPUTER		33967 3							
ELECTRICAL/ELECTRONIC	32739 7	30034 8	33600 2		35910 2			31000 1	35019 16
INDUSTRIAL			37520 1				31740 1		
MECHANICAL	33900 2	33833 3	27500 1		32125 4	30000 1		31800 1	37384 47 41000/36000
METALLURGICAL					33983 14				36000 1
MINING (INCL GEOLOGICAL)						32223 9			
PETROLEUM									39861 33 46000/37500
ENGINEERING TECHNOLOGY		28590 4						31777 1	
INDUSTRIAL TECHNOLOGY			27000 2						
OTHER AGRICULTURAL SCIENC			26628 5						
COMPUTER SCIENCE	30975 4				35400 1				34369 11
INFORMATION SCIENCES & SY									32400 2
MATHEMATICS									36000 1
PHYSICS		32500 1							

AVERAGE SALARY OFFERS MARCH 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING	22200 1						19100 2
ECONOM & FINANCE (BANKING			28000 1				24800 2
MARKETING/MARK MGMT (RESR			28000 1				24000 2
COMMUNICATIONS							24833 3
TEXTILES & CLOTHING					27000 1		
LETTERS (incl English, Li							19000 1
ARCHITECTURAL							29500 1
CHEMICAL		37440 1				39504 1	30600 2
CIVIL				28400 2		34350 2	
COMPUTER						34000 1	31000 1
ELECTRICAL/ELECTRONIC			34260 1		34500 1		31800 2
INDUSTRIAL							33000 1
MECHANICAL						36000 3	24000 1
PETROLEUM						37500 1	
COMPUTER SCIENCE			34500 1			28000 1	
HEALTH SCIENCES							23040 1

AVERAGE SALARY OFFERS MARCH 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	25366 156 39500/21600	27600 2		20731 13	24875 4	24177 14	23550 8	27250 4	15996 1
BACHELOR - TECHNICAL				20300 3		31075 5	30756 42 40800/22000	28077 29 36000/24000	30941 27 39720/27000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	19396 10	19380 5	21733 27 25000/20400	23578 24 30000/18000	21600 2	21027 81 31000/17420			
BACHELOR - TECHNICAL				27333 3		24920 5			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	17500 1	25000 1	26600 5	24627 3	19369 55 33000/15000	21126 24 26592/16305	19966 10	19245 4	20700 4
BACHELOR - TECHNICAL		29167 6	32300 2	33034 23 44000/30600	18836 10	25382 39 35360/21201	25693 43 36000/22800	23592 14	21250 4

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	15240 1		13500 2	10500 2	19500 1	13200 1	25373 9	16000 1	25667 3
BACHELOR - TECHNICAL				15500 2	30313 29 33500/27000	26860 25 37600/17000	31372 8	28891 19	37442 43 40700/36000

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	28667 3	28650 2	23617 6	18000 1		22000 1		16000 1	28055 42 35000/26000
BACHELOR - TECHNICAL	32375 13	31080 19	31103 18		33868 22 37200/32500	31551 15	31740 1	31526 3	37642 186 46000/33400

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	22200 1		28000 2		27000 1		
BACHELOR - TECHNICAL		37440 1	34380 2	28400 2	34500 1	35078 9	

AVERAGE SALARY OFFERS MARCH 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	25339 153 39500/21600	23727 33 31200/14400							25483 6
BUSINESS ADMIN (INCL MGMT	21400 2	16000 1	14800 1	13500 1	24000 1				21220 5
ECONOM & FINANCE (BANKING	25500 3	25750 2	18600 2	24000 2	26500 3	24000 1		27000 1	27809 23 34000/24000
MARKETING/MARK MGMT (RESR		24000 1							25000 2
POLITICAL SCIENCE/GOVT					22000 1				22000 1
AGRIBUSINESS				21500 1					18000 1
COMPUTER SCIENCE									32600 3

AVERAGE SALARY OFFERS MARCH 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING	25000 1		18000 1						
BUSINESS ADMIN (INCL MGMT		15000 1					16000 1	16000 1	18000 1
ECONOM & FINANCE (BANKING	15620 3	26756 5	24807 3				24000 1	18000 1	
MARKETING/MARK MGMT (RESR		23600 2	25000 1						
COMMUNICATIONS		24000 1						18500 1	
JOURNALISM						12480 1			
SOCIAL SCIENCES-OTHER				14400 1					
AGRIBUSINESS								16800 1	

AVERAGE SALARY OFFERS MARCH 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									16800 1
BUSINESS ADMIN (INCL MGMT	20900 2	24188 10			25000 1	24800 2	22667 3		20300 1
ECONOM & FINANCE (BANKING		21750 4	15996 1				27527 11		23127 2
MARKETING/MARK MGMT (RESR	19500 1	22667 3			28500 1		23621 20 31000/15500		
ADVERTISING		12000 1							
COMMUNICATIONS	30000 1					20000 2	23371 5		
JOURNALISM		23284 1							
TELECOMMUN/BROADCASTING									21037 1
ELEMENTARY EDUCATION							18000 1		
TEXTILES & CLOTHING					27000 1				
POLITICAL SCIENCE/GOVT		20400 1					19200 1		
PSYCHOLOGY							17420 1		
SOCIAL SCIENCES-OTHER	12000 1						16640 1		
CIVIL							29410 2		
ELECTRICAL/ELECTRONIC							36000 1		
INDUSTRIAL		33000 1							
METALLURGICAL							34068 1		
AGRIBUSINESS									23000 1
ANIMAL SCIENCES							26000 1		
OTHER AGRICULTURAL SCIENC		23004 1							
BIOLOGICAL							22000 1		

AVERAGE SALARY OFFERS MARCH 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT	20000 1								
ECONOM & FINANCE (BANKING	26592 1								
PHYSICAL EDUCATION					16305 1				
CRIMINAL JUSTICE				15600 1					
POLITICAL SCIENCE/GOVT				26000 1					
SOCIAL SCIENCES-OTHER				17500 2					
ARCHITECTURAL							22950 2		
CHEMICAL							37600 2		37635 11
CIVIL			24000 1				28702 36 36600/23000		
ELECTRICAL/ELECTRONIC							30086 15	33000 1	35850 2
INDUSTRIAL								31740 1	37520 1
MECHANICAL			26000 1				35168 8	31800 1	33564 9
METALLURGICAL									33600 1
MINING (INCL GEOLOGICAL)								26016 1	35040 1
ENGINEERING TECHNOLOGY							26700 1		28500 2
CHEMISTRY								17000 1	
GEOLOGY & GEOLOGICAL SCI					24000 1				

AVERAGE SALARY OFFERS MARCH 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	28800 1								19500 1
MANAGEMENT INFO SYSTEMS	25000 3								
AEROSPACE & AERONAUTICAL									32250 2
ARCHITECTURAL									29500 1
CHEMICAL					37800 2	24000 1	37826 78 41200/36000	38101 8	36029 7
CIVIL							38000 1	32314 26 37800/29000	28486 43 39300/24500
COMPUTER			33967 3						31333 3
ELECTRICAL/ELECTRONIC	34399 7	32857 7	32725 4	31188 10	35000 4	30000 1	38500 1	29869 14	31689 39 39800/26000
INDUSTRIAL									29375 5
MECHANICAL	33900 1	33330 4			31800 1	28500 2	30560 2	34835 35 41000/29000	35586 42 44000/31000
METALLURGICAL							32940 5	34090 10	
MINING (INCL GEOLOGICAL)								31277 10	
PETROLEUM								39597 35 46000/36600	
ENGINEERING TECHNOLOGY						25640 4		24250 2	31956 11
OTHER AGRICULTURAL SCIENC									28000 2
COMPUTER SCIENCE	39000 1		27750 2				35400 1	34500 1	
BIOLOGICAL					24000 1				
CHEMISTRY						24500 1	36000 1	31200 1	
GEOLOGY & GEOLOGICAL SCI								28500 2	
MATHEMATICS									34092 5
PHYSICS				32500 1					34020 1

AVERAGE SALARY OFFERS MARCH 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE		INDUSTRIAL HYG		MEDICAL TECHNO		NURSES / PERSO		OCCUPATIONAL T		PHARMACIST		PHYSICAL THERA		RESPIRATORY TH		OTHER HEALTH R	
BUSINESS ADMIN (INCL MGMT	22880	1							22000	1								
HUMAN ECOLOGY (HOME ECONO	15000	1																
PSYCHOLOGY																	11000	1
ALLIED HEALTH					31950	1							29000	1			18000	1
HEALTH SCIENCES					23000	2											21896	5
NURSING							23100	9										
BIOLOGICAL																	18000	1

AVERAGE SALARY OFFERS MARCH 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING						20000 1			18000 1
BUSINESS ADMIN (INCL MGMT				16000 1		23500 3	27398 3		
ECONOM & FINANCE (BANKING					24550 2	30000 1			
MANAGEMENT INFO SYSTEMS					26190 2		28167 3		
ELEMENTARY EDUCATION		13350 1							
SPECIAL EDUCATION		17500 1							
FOREIGN LANGUAGES					28500 1				
POLITICAL SCIENCE/GOVT		19500 2							
SOCIOLOGY		15028 4							
SOCIAL SCIENCES-OTHER		17300 1	15240 1						
ELECTRICAL/ELECTRONIC					14100 1		30000 1		
ENGINEERING TECHNOLOGY						22000 1			
AGRIBUSINESS									19460 9
ANIMAL SCIENCES									17000 1
OTHER AGRICULTURAL SCIENC									27534 4
COMPUTER SCIENCE					30691 23 40800/26700	30667 3	30550 11		
INFORMATION SCIENCES & SY					18960 1	24320 5	29633 6		
SYSTEMS ANALYSIS							18600 1		
ALLIED HEALTH				14500 1					
HEALTH SCIENCES				15500 2					
BIOLOGICAL						22000 1			
MATHEMATICS					24000 3	18000 1			

AVERAGE SALARY OFFERS MARCH 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				30000 1					
BUSINESS ADMIN (INCL MGMT				21397 20 30000/18000			21000 1		22000 1
ECONOM & FINANCE (BANKING		26333 3		22633 12					
HOTEL/RESTAURANT MGMT.				21827 22 22200/22000					
HUMAN RSRCS (incl LABOR R				18500 2					
MANAGEMENT INFO SYSTEMS				24695 4					
MARKETING/MARK MGMT (RESR		27500 1		20439 22 23284/18080					
COMMUNICATIONS				20700 4					
ELEMENTARY EDUCATION									19633 29 30500/16100
PRE-ELEMENTARY EDUCATION									10000 2
PHYSICAL EDUCATION									20000 1
SPECIAL EDUCATION									21700 3
HUMAN ECOLOGY (HOME ECONO									19400 1
FOREIGN LANGUAGES									21234 2
LETTERS (incl English, Li			19000 1						20133 3
VISUAL & PERFORMING ARTS									21302 6
HUMANITIES - OTHER									16400 1
HISTORY				15000 1					18018 2
PSYCHOLOGY				20100 3					
SOCIOLOGY									17600 1
SOCIAL SCIENCES-OTHER				17850 2					20400 1
CIVIL		28200 2							
INDUSTRIAL				30996 1					

AVERAGE SALARY OFFERS MARCH 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
INDUSTRIAL TECHNOLOGY				27000 2					
AGRIBUSINESS				17900 2					20065 3
OTHER AGRICULTURAL SCIENC				27333 3					
ARCHITECTURAL & ENVIRONME	26400 1								
BIOLOGICAL									19702 2
GEOLOGY & GEOLOGICAL SCI		20800 1							
MATHEMATICS					30000 1			24000 1	16000 1
OTHER PHYSICAL & EARTH SC									18400 2

AVERAGE SALARY OFFERS MARCH 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	25292 158 39500/21500	23635 37 31200/14400	17333 3	20500 3	25100 5	24000 1		27000 1	26232 37 34000/22000
BACHELOR - TECHNICAL				21500 1					28950 4

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	17965 4	24442 9	23484 5	14400 1		12480 1	20000 2	17500 3	18000 1
BACHELOR - TECHNICAL								16800 1	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	20660 5	22628 20 42000/18000	15996 1		26833 3	22400 4	23985 43 45000/16640		20878 5
BACHELOR - TECHNICAL		28002 2					29481 6		23000 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	23296 2			19150 4	16305 1				
BACHELOR - TECHNICAL			25000 2		24000 1		29901 64 38500/23000	27911 5	35219 27 41000/30480

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	25950 4								
BACHELOR - TECHNICAL	34855 9	33029 11	32033 9	31307 11	33925 8	26451 9	37350 89 41200/34000	34677 144 46000/29000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	18940 2				22000 1				
BACHELOR - TECHNICAL			25983 3	23100 9			29000 1		

AVERAGE SALARY OFFERS MARCH 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL		16362 9	15240 1	16000 1	25996 5	24100 5	27783 6		18000 1
BACHELOR - TECHNICAL				15167 3	28963 28 40800/24000	25055 11	29603 19		21591 14

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		26625 4	19000 1	21387 93 30000/18000			21000 1		19565 53 33000/15600
BACHELOR - TECHNICAL	26400 1	25733 3		25350 8	30000 1			24000 1	19050 8

AVERAGE SALARY OFFERS MARCH 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	28167 3	28667 3		31500 4	43680 5	29000 1	33200 4	29500 2	
MBA--TECH								24700 1	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	42333 3								
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH									
MBA--TECH							34000 2		

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH							43000 1		43667 3
MBA--TECH					40000 1				

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH		40800 1	46667 3						29000 1
MBA--TECH									30000 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 3 April 1991

ROCKY MOUNTAIN REGION (RMCPA)

American Graduate School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Kearney State University
Montana State University
University of Montana
University of Nebraska - Lincoln
University of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
Peru State College
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Rocky Mountain** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (March 8, 1991 through April 5, 1991) and cumulatively (September 1, 1990, and April 5, 1991).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 3/8/91 THROUGH 4/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
BUSINESS														
ACCOUNTING	68	574	$24332	$26200	$28500	$24300	$20800	199	1888	$24943	$26675	$29200	$25200	$20195
BUSINESS ADMIN (INCL MGMT	22	158	22267	23583	27000	21500	16000	71	496	21614	23354	27600	21000	16000
DISTRIBUTION MANAGEMENT	+	1	+	24000				+	9	+	27211			
ECONOM & FINANCE (BANKING	28	237	23645	26242	28800	24000	15996	87	618	25157	25520	30000	25000	18000
HOTEL/RESTAURANT MGMT.	+	1	+	22000				22	39	21827	21121	22000	22000	22000
HUMAN RSRCS (incl LABOR R	1	7	24000	22929	*	*	*	2	50	18500	23885	*	*	*
MANAGEMENT INFO SYSTEMS	+	101	+	28043				12	197	25888	28044	*	*	*
MARKETING/MARK MGMT (RESR	14	215	20022	23554	*	*	*	57	584	22491	23723	28000	22000	18000
REAL ESTATE	+	1	+	21000				+	5	+	20264			
COMMUNICATIONS														
ADVERTISING	+	6	+	18917				1	39	12000	21478	*	*	*
COMMUNICATIONS	6	36	19359	21960	*	*	*	15	116	21810	21733	*	*	*
JOURNALISM	1	15	23284	20531	*	*	*	2	66	17882	19422	*	*	*
TELECOMMUN/BROADCASTING	+	8	+	21650				1	22	21037	23109	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	2	36	20656	20006	*	*	*	32	198	19147	19963	23975	19000	15000
PRE-ELEMENTARY EDUCATION	+	6	+	12967				2	27	10000	16647	*	*	*
PHYSICAL EDUCATION	+	5	+	21978				2	21	18153	19120	*	*	*
SPECIAL EDUCATION	+	8	+	20831				4	39	20650	22956	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	1	5	20000	21100	*	*	*	3	12	18133	19392	*	*	*
TEXTILES & CLOTHING	1	5	27000	23600	*	*	*	1	27	27000	21241	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	24	+	21388			
HUMANITIES														
FOREIGN LANGUAGES	1	2	28500	23250	*	*	*	3	18	23656	21220	*	*	*
LETTERS (incl English, Li	1	10	22706	22641	*	*	*	5	58	20421	21734	*	*	*
VISUAL & PERFORMING ARTS	3	5	24533	23800	*	*	*	6	44	21302	19873	*	*	*
HUMANITIES - OTHER	+	5	+	21360				1	37	16400	21789	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	9	+	20455				1	39	15600	20759	*	*	*
HISTORY	+	4	+	22000				3	25	17012	20629	*	*	*
POLITICAL SCIENCE/GOVT	3	14	21200	23030	*	*	*	7	66	21229	21998	*	*	*
PSYCHOLOGY	1	21	28000	20416	*	*	*	6	83	19453	19250	*	*	*
SOCIOLOGY	2	4	19056	15878	*	*	*	5	38	15542	18943	*	*	*
SOCIAL SCIENCES-OTHER	3	6	21213	21360	*	*	*	11	59	17698	19456	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	22	+	30087				2	85	32250	30188	*	*	*
AGRICULTURAL	+	6	+	30667				+	20	+	31350			
ARCHITECTURAL	1	9	23580	29804	*	*	*	3	33	25133	30709	*	*	*
BIOENGINEERING & BIOMEDIC	+	2	+	30000				+	6	+	27917			
CHEMICAL	30	384	38304	37002	40700	39400	37080	113	812	37611	37178	40200	38000	35500
CIVIL	23	101	31417	30703	37896	32000	24294	114	434	29417	29764	36000	29400	24144
COMPUTER	+	28	+	31593				6	87	32650	32126	*	*	*
ELECTRICAL/ELECTRONIC	56	326	30355	33060	37200	31990	21600	115	875	31594	33049	37200	33000	26000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	2	+	$29700			
INDUSTRIAL	3	79	$33839	$32440	*	*	*	9	206	$31126	32179	*	*	*
MECHANICAL	34	352	33047	33835	$38400	$33300	$27000	117	1034	34551	33980	$38500	$35000	$28800
METALLURGICAL	6	27	34600	33424	*	*	*	22	77	33939	33688	36000	33800	33000
MINING (INCL GEOLOGICAL)	4	4	31900	31900	*	*	*	16	36	31339	31116	*	*	*
NUCLEAR	+	5	+	32160				+	13	+	32627			
PETROLEUM	1	29	37800	35944	*	*	*	35	126	39597	38467	42000	40000	36600
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	10	43	26136	26856	*	*	*	21	107	28966	27839	33600	30000	25000
INDUSTRIAL TECHNOLOGY	+	+	+	+				2	12	27000	26042	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	5	12	20068	21995	*	*	*	19	47	19786	22115	*	*	*
ANIMAL SCIENCES	+	3	+	23000				2	23	21500	21528	*	*	*
PLANT SCIENCES	+	+	+	+				+	6	+	21413			
NATURAL RESOURCES	+	3	+	21133				+	9	+	21307			
OTHER AGRICULTURAL SCIENC	1	3	23004	22401	*	*	*	10	23	27114	25440	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	23	170	32242	30900	37000	32880	27600	47	470	31110	30258	36000	32300	24000
COMPUTER PROGRAMMING	+	5	+	29440				+	17	+	28914			
INFORMATION SCIENCES & SY	2	26	24780	29499	*	*	*	13	127	26843	29020	*	*	*
SYSTEMS ANALYSIS	+	1	+	24960				1	4	18600	22640	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	21943				4	59	23363	27774	*	*	*
HEALTH SCIENCES	+	3	+	20216				9	27	20720	21095	*	*	*
NURSING	+	19	+	33294				9	56	23100	28054	*	*	*
PHARMACY	+	+	+	+				+	27	+	39633			
SCIENCES														
ACTUARIAL	+	1	+	33240				+	5	+	26828			
ARCHITECTURAL & ENVIRONME	+	5	+	27860				1	16	26400	26463	*	*	*
BIOLOGICAL	1	12	24000	17865	*	*	*	6	37	20901	20103	*	*	*
CHEMISTRY	+	24	+	28572				4	47	27175	27716	*	*	*
GEOLOGY & GEOLOGICAL SCI	5	8	31360	31450	*	*	*	9	22	28733	28525	*	*	*
MATHEMATICS	1	21	24000	29409	*	*	*	12	68	27538	26213	*	*	*
PHYSICS	1	7	34020	28098	*	*	*	2	13	33260	28176	*	*	*
OTHER PHYSICAL & EARTH SC	+	1	+	26000				2	4	18400	20637	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	365	3249						1286	10014					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	49	440	$24801	$26922	$28000	$24300	$21600	159	1452	$25278	$27250	$29000	$25500	$21500
ACCOUNTING (PRIVATE)	14	148	23210	24583	*	*	*	37	456	23635	24800	27500	25200	14400
COMMERCIAL BANKING (CNSMR	+	20	+	22113				3	44	17333	21978	*	*	*
COMMERCIAL BANKING (LENDG	+	27	+	24981				4	58	20750	24107	*	*	*
INVESTMT BANKING (CORP FN	3	10	24900	29970	*	*	*	5	20	25100	27875	*	*	*
INVESTMT BANKNG (M & A)	+	1	+	33000				1	2	24000	28500	*	*	*
INVESTMT BANKG (REAL EST)	+	+	+	+				+	4	+	18875			
INVESTMT BANKG (SALES & T	2	9	13500	22310	*	*	*	3	15	18000	22439	*	*	*
FINANCIAL/TREASURY ANALYS	19	75	26558	27348	*	*	*	42	212	26414	26655	32000	26700	22000
PORTFOLIO MGMT/BROKERAGE	3	12	15620	20822	*	*	*	4	23	17965	21655	*	*	*
UNDERWRITING	3	27	21400	24899	*	*	*	9	82	24442	24056	*	*	*
INSURANCE - CLAIMS	1	17	18000	22332	*	*	*	5	62	23484	22483	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	5	+	18720				1	18	14400	19429	*	*	*
MEDIA PLANNING	+	3	+	21100				+	5	+	25460			
REPORTING	+	3	+	13133				1	13	12480	14975	*	*	*
PRODUCTION	1	7	24000	29543	*	*	*	2	36	20000	24706	*	*	*
PUBLIC RELATIONS	1	5	18500	21923	*	*	*	4	32	17325	19840	*	*	*
WRITING / EDITING	+	3	+	19967				1	22	18000	19864	*	*	*
MARKETING														
ADVERTISING	1	6	19500	19917	*	*	*	5	20	20660	20465	*	*	*
BRAND/PRODUCT MANAGEMENT	18	44	23810	24185	*	*	*	22	85	23117	23932	27000	22502	18000
BUYER/MERCHANDISING	3	36	23999	24572	*	*	*	3	126	23999	23303	*	*	*
DISTRIBUTION	+	12	+	25337				+	34	+	26362			
MARKET RESEARCH	1	14	27000	24264	*	*	*	3	46	26833	24914	*	*	*
PURCHASING	1	5	22000	26844	*	*	*	4	20	22400	25270	*	*	*
SALES	10	183	20868	24974	*	*	*	50	586	24732	25102	31000	25100	16640
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	1	+	20000				+	20	+	19876			
FINANC,TAXA, MONETARY POL	+	10	+	24853				6	47	21232	23040	*	*	*
ECONOMIC PROGRAMS	2	4	23296	22198	*	*	*	2	7	23296	22056	*	*	*
LAW ENFORCEMENT	+	12	+	23399				+	32	+	23152			
MILITARY	+	4	+	26625				2	28	25000	23817	*	*	*
NATIONAL SECURITY	+	+	+	+				4	7	19150	20229	*	*	*
URBAN / REGIONAL PLANNING	+	2	+	21720				2	8	20153	19104	*	*	*
ENGINEERING														
BIOENGINEERING	+	2	+	30000				+	6	+	26333			
DESIGN / CONSTRUCT	30	149	29546	30257	36600	29000	22800	69	502	29971	30779	37500	30000	23000
ENVIRONMENTAL/SANITATION	+	18	+	31854				5	87	27911	30721	*	*	*
MANUFACTURING/INDUSTRIAL	10	196	36410	33948	*	*	*	30	579	35187	33800	38500	36000	30480
SYSTEMS / PROGRAMMING	6	46	33147	32349	*	*	*	16	133	32217	32328	*	*	*
POWER SYSTEMS	3	34	33000	34807	*	*	*	11	123	33029	33179	*	*	*
SOFTWARE DESIGN & DEVELOP	1	43	37000	32158	*	*	*	9	112	32033	32283	*	*	*
HARDWARE DESIGN & DEVELOP	2	16	32100	32884	*	*	*	13	107	31429	33253	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	2	87	$29700	$35220	*	*	*	9	203	$34089	$34006	*	*	*
TESTING	4	24	25640	29680	*	*	*	9	96	26451	30524	*	*	*
PROCESS ENGINEERING	28	276	37870	37502	$40700	$39400	$36000	93	651	37398	37560	$40200	$38012	$34200
PROJECT ENGINEERING	40	217	31196	33411	37200	33000	22000	162	503	34393	34230	40200	34200	28500
OTHER ENGINEERING	46	307	32615	33141	38316	33600	26040	165	791	31980	32700	38400	32000	26000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	4	+	23125				2	19	18940	24503	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	2	+	23916			
MEDICAL TECHNOLOGY	+	3	+	18343				3	29	25983	23854	*	*	*
NURSES / PERSONAL CARE	+	18	+	32077				9	52	23100	27270	*	*	*
OCCUPATIONAL THERAPY	+	2	+	40750				1	18	22000	29866	*	*	*
PHARMACIST	+	+	+	+				+	28	+	39165			
PHYSICAL THERAPY	+	1	+	11648				1	4	29000	19045	*	*	*
RESPIRATORY THERAPY	+	1	+	28000				+	4	+	33914			
OTHER HEALTH RELATED	+	6	+	24449				8	55	19560	24038	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	1	3	18000	18000	*	*	*	1	18	18000	20218	*	*	*
COUNSELING	3	9	20704	18655	*	*	*	9	43	16362	16696	*	*	*
FUNDRAISING / DEVELOPMENT	1	1	15240	15240	*	*	*	1	1	15240	15240	*	*	*
SOCIAL WORK	1	10	16000	16940	*	*	*	4	33	15375	17176	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	15	130	29235	28713	*	*	*	33	361	28513	28561	34200	28200	24000
INFORMATION SYSTEMS	3	54	31333	30247	*	*	*	16	144	24756	29398	*	*	*
SYSTEMS ANALYSIS & DESIGN	5	87	29080	29178	*	*	*	27	221	29139	29679	36000	29000	24500
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	3	+	29747				+	11	+	30680			
AGRICULTURE/NAT'L RESOURC	4	6	20585	18863	*	*	*	16	56	21611	21504	*	*	*
ARCHITECTURE	+	2		27750				1	8	26400	26238	*	*	*
CONSULTING	1	87	29000	29310	*	*	*	7	230	26243	28933	*	*	*
HUMAN RESRCS /INDUS RELS	+	15	+	20900				1	57	19000	22394	*	*	*
MANAGEMENT TRAINEE	17	169	22275	23850	*	*	*	104	667	21750	22560	26000	22000	18000
MATH/STATISTICIANS	+	9	+	23633				1	20	30000	23651	*	*	*
PARALEGAL	+	2	+	17500				+	7	+	18571			
RESEARCHERS NON-TECHNICAL	1	5	21000	22405	*	*	*	1	7	21000	23860	*	*	*
RESEARCHERS - TECHNICAL	1	15	24000	27997	*	*	*	1	22	24000	28596	*	*	*
TEACHING	8	69	22252	20553	*	*	*	64	382	19439	20506	23975	19334	15600
TOTALS	365	3249						1286	10014					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	9	42	$28456	$30421	*	*	*	30	159	$28640	$31213	$32500	$28250	$24000
MBA--NON-TECH	22	83	44818	38952	$56000	$42500	$34000	56	222	39866	35769	56000	36500	29000
MBA--TECH	+	30	+	38152				5	49	32540	39026	*	*	*
MS-BUSINESS	1	6	40000	39587	*	*	*	1	12	40000	45120	*	*	*
ECONOMICS & FINANCE (BANK	+	51	+	43655				2	84	40500	43268	*	*	*
HUMAN RESOURCES (INCL LAB	2	15	21500	38488	*	*	*	2	19	21500	37222	*	*	*
MANAGEMENT INFORMATION SY	+	3	+	30000				4	10	33500	32720	*	*	*
MARKETING/MKTNG MGT (RESE	+	36	+	46381				+	50	+	46019			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				4	4	33250	33250	*	*	*
COMMUNICATIONS	+	+	+	+				4	6	25250	27460	*	*	*
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	6	+	21683				+	15	+	24187			
ELEMENTARY EDUCATION	+	2	+	25250				+	26	+	24472			
PHYSICAL EDUCATION	+	1	+	35000				+	4	+	24500			
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	4	+	21319				+	9	+	23896			
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	12300				+	2	+	16650			
LETTERS	+	1	+	32500				1	4	13500	23500	*	*	*
VISUAL & PERFORMING ARTS	+	1	+	21000				+	2	+	21163			
HUMANITIES - OTHER	+	1	+	20004				+	4	+	31251			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	1	+	16900				+	9	+	23945			
SOCIOLOGY	+	1	+	20800				+	3	+	24267			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	13	+	30853			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	+	+	+				1	8	36500	35640	*	*	*
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	1	+	30000				+	1	+	30000			
CHEMICAL	+	12	+	38827				4	35	39611	39587	*	*	*

continued

RMCPA REGIONAL Report No. 3 APRIL 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	+	6	+	$34617				+	64	+	$34902			
COMPUTER	+	+	+	+				+	2	+	37400			
ELECTRICAL/ELECTRONIC	+	25	+	38059				3	100	$37733	38353	*	*	*
INDUSTRIAL	+	7	+	35639				+	20	+	36193			
MECHANICAL	1	39	$30000	38484	*	*	*	17	105	35109	38121	*	*	*
METALLURGICAL	+	1	+	36000				9	17	38111	37896	*	*	*
MINING & MINERAL	+	1	+	34000				2	14	42400	35007	*	*	*
NUCLEAR	+	+	+	+				+	2	+	37800			
PETROLEUM	+	3	+	39567				14	23	42469	43687	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	21962				+	3	+	21962			
HEALTH SCIENCES	+	10	+	26000				+	13	+	26231			
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	27750				+	6	+	26116			
ARCHITECTURAL & ENVIRONME	+	1	+	28080				+	1	+	28080			
BIOLOGICAL	+	1	+	18700				+	3	+	22686			
CHEMISTRY	+	5	+	34680				+	7	+	32486			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	19	+	39726				4	70	32875	37334	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	1	10	39600	36222	*	*	*	14	25	37443	36393	*	*	*
MATHEMATICS (INCL ACTUARI	+	4	+	29950				1	10	35000	28620	*	*	*
PHYSICS	+	+	+	+				1	3	28000	27219	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	36	435						179	1241					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	5	32	$38520	$47233	*	*	*	14	98	$39364	$45306	*	*	*
MBA--TECH	+	17	+	49794				+	31	+	48710			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	2	73	31850	50025	*	*	*	21	133	38551	48700	$43000	$40000	$31000
MBA--TECH	1	31	45000	52978	*	*	*	2	60	38850	54414	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	4	35	43700	47809	*	*	*	15	100	47627	47425	*	*	*
MBA--TECH	+	24	+	55808				1	54	36400	51693	*	*	*
TOTALS	12	212						53	476					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	4	+	$54750				+	9	+	$54456			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	5	+	37214			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	1	+	30000			
FOREIGN LANGUAGES	+	+	+	+				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				1	5	$52700	50540	*	*	*
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				2	3	42000	46027	*	*	*
CHEMICAL	+	9	+	53204				1	16	49000	52235	*	*	*
CIVIL	2	3	$39498	40332	*	*	*	2	6	39498	41499	*	*	*
COMPUTER	+	+	+	+				+	2	+	52250			
ELECTRICAL/ELECTRONIC	+	2	+	58500				+	10	+	56220			
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	1	+	53760				+	4	+	46041			
METALLURGICAL	+	2	+	48600				2	10	45000	46464	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	1	+	36000			
BIOLOGICAL	+	3	+	30333				+	4	+	31138			
CHEMISTRY	+	34	+	49370				1	49	42400	48533	*	*	*
GEOLOGICAL (INCL GEOPHYS)	2	3	61000	52847	*	*	*	8	9	54913	52871	*	*	*
MATHEMATICS	+	+	+	+				2	6	35750	38483	*	*	*
PHYSICS	+	+	+	+				+	2	+	40000			
POLYMER	+	1	+	52200				+	2	+	52800			
TOTALS	4	62						19	148					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	25357 151 39500/21600					25000 1	21800 2		
BUSINESS ADMIN (INCL MGMT	24500 2			18900 2	16250 2	20250 4	24400 2		
ECONOM & FINANCE (BANKING	25767 3	31200 1		22080 10	27000 1	33125 4	24000 2	27250 4	15996 1
MANAGEMENT INFO SYSTEMS	25000 1						25000 1		
MARKETING/MARK MGMT (RESR		24000 1		16950 2	26000 2	23500 2	23000 1		
JOURNALISM						12480 1			
FOREIGN LANGUAGES						28500 1			
SOCIAL SCIENCES-OTHER						12000 1			
CHEMICAL								32000 1	
CIVIL								29078 13	29234 14
COMPUTER								29000 1	
ELECTRICAL/ELECTRONIC					27000 1	30667 3	32190 19	29400 3	29207 3
INDUSTRIAL						33375 1		27500 1	
MECHANICAL							35000 1	31500 4	32529 4
MINING (INCL GEOLOGICAL)								26016 1	
PETROLEUM									33000 1
ENGINEERING TECHNOLOGY						30000 1	16500 1		35947 3
AGRIBUSINESS				20300 3				16800 1	
COMPUTER SCIENCE							30922 18	21400 1	
INFORMATION SCIENCES & SY							30000 1		
BIOLOGICAL							22000 1		
CHEMISTRY								24500 1	36000 1
GEOLOGY & GEOLOGICAL SCI								22900 2	31360 5

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MATHEMATICS							18000 1	24000 2	30053 3
PHYSICS							34020 1		

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING		23000 1		18000 1	25200 1	20267 3			
BUSINESS ADMIN (INCL MGMT	21833 3	13800 1	18600 1	22500 2	18000 1	20460 21 26000/18000			
ECONOM & FINANCE (BANKING	17292 5		24333 3	25517 12		21389 9			
HOTEL/RESTAURANT MGMT.		20100 2	22000 20 22000/22000						
HUMAN RSRCS (incl LABOR R				13000 1					
MANAGEMENT INFO SYSTEMS				28391 2		23500 3			
MARKETING/MARK MGMT (RESR	20000 1	19900 1		21900 3		22028 32 31000/18000			
ADVERTISING						12000 1			
COMMUNICATIONS	15000 1		16800 1	24000 1		22051 7			
ELEMENTARY EDUCATION				18000 1					
HISTORY						15000 1			
POLITICAL SCIENCE/GOVT	22000 1		20400 1	19200 1					
PSYCHOLOGY			18000 1			21930 4			
SOCIAL SCIENCES-OTHER						20085 4			
INDUSTRIAL				26500 2					
MECHANICAL						34000 1			
INFORMATION SCIENCES & SY				29000 1		22867 3			
BIOLOGICAL						22000 1			

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			27500 3	24000 1		22416 5	18572 5		24000 1
BUSINESS ADMIN (INCL MGMT	17500 1	25000 1	25250 2		22000 1	21344 6	19267 3	19660 3	
ECONOM & FINANCE (BANKING						23923 2	25000 1		24000 1
HUMAN RSRCS (incl LABOR R						24000 1			
MANAGEMENT INFO SYSTEMS				25380 1					
MARKETING/MARK MGMT (RESR						23284 1			
COMMUNICATIONS				24500 1				18000 1	
JOURNALISM						23284 1			
TELECOMMUN/BROADCASTING						21037 1			
ELEMENTARY EDUCATION					19184 31 30500/15000				
PRE-ELEMENTARY EDUCATION					10000 2				
PHYSICAL EDUCATION					20000 1	16305			
SPECIAL EDUCATION					21700 3				17500 1
HUMAN ECOLOGY (HOME ECONO					19700 2				
FOREIGN LANGUAGES					21234 2				
LETTERS (incl English, Li					20777 4				
VISUAL & PERFORMING ARTS					21302 6				
HUMANITIES - OTHER					16400 1				
CRIMINAL JUSTICE						15600 1			
HISTORY					18018 2				
POLITICAL SCIENCE/GOVT					15000 1	26000 1	24000 1		
SOCIOLOGY					17600 1	20112 1	18000 1		
SOCIAL SCIENCES-OTHER					20400 1	16467 3			17300 1

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ARCHITECTURAL							22950 2		
CHEMICAL						16973 1			
CIVIL			32300 2	34000 1		25837 7	26498 34 36000/23040		
ELECTRICAL/ELECTRONIC		35000 2		32577 10		25547 19			
MECHANICAL		33000 1		33288 13		26126 4			
MINING (INCL GEOLOGICAL)				33800 1			24000 1		
ENGINEERING TECHNOLOGY		25000 1				23500 2	26700 1		
AGRIBUSINESS					20065 3	23000 1	20920 2		
COMPUTER SCIENCE		15000 1		30600 1		25651 3			
INFORMATION SCIENCES & SY					18960 1				
SYSTEMS ANALYSIS							18600 1		
ALLIED HEALTH							14500 1	24975 2	29000 1
HEALTH SCIENCES								24110 4	18000 2
NURSING								23700 7	20000 1
BIOLOGICAL					19702 2		24000 1	18000 1	
CHEMISTRY					17000 1	31200 1			
GEOLOGY & GEOLOGICAL SCI		32000 1					24000 1		
MATHEMATICS					16000 1	24000 1	33900 1		
OTHER PHYSICAL & EARTH SC					18400 2				

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22000 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING						13200 1	13680 2		29000 1
BUSINESS ADMIN (INCL MGMT					19500 1		30250 4	16000 1	
ECONOM & FINANCE (BANKING							24000 1		24000 2
MANAGEMENT INFO SYSTEMS							28000 2		
HUMAN ECOLOGY (HOME ECONO			15000 1						
PSYCHOLOGY				11000 1					
SOCIOLOGY			12000 1	10000 1					
SOCIAL SCIENCES-OTHER	15240 1								
AEROSPACE & AERONAUTICAL					32250 2				
CHEMICAL						36120 5			38187 31 40700/36720
CIVIL					27000 1			28808 16	36000 1
ELECTRICAL/ELECTRONIC					32767 5		32650 2	27990 2	37825 4
INDUSTRIAL					33000 1		30996 1		
MECHANICAL					30444 9	35799 5	35040 2	33000 2	37324 4
METALLURGICAL					31500 1	30000 1			
ENGINEERING TECHNOLOGY					28875 4	33000 1	30300 2		
AGRIBUSINESS						19244 9			
ANIMAL SCIENCES						21500 2			
OTHER AGRICULTURAL SCIENC						27600 5			
COMPUTER SCIENCE					30580 3				36000 1
INFORMATION SCIENCES & SY					26000 3				29000 1
HEALTH SCIENCES				15500 2					
NURSING									22000 1

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ARCHITECTURAL & ENVIRONME								26400 1	
MATHEMATICS							24000 1		40400 1

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING		28500 1							27825 16
BUSINESS ADMIN (INCL MGMT	26000 1		27000 1			22000 1		16000 1	29200 3
ECONOM & FINANCE (BANKING	33000 1	28800 1	28000 1	18000 1					28583 18
MANAGEMENT INFO SYSTEMS	27000 1								25000 1
MARKETING/MARK MGMT (RESR			21660 5						28000 3
POLITICAL SCIENCE/GOVT									22000 1
CHEMICAL			34357 7		33600 1	28600 1			38642 62 41200/36000
CIVIL						31165 4			35988 17
COMPUTER		33967 3							
ELECTRICAL/ELECTRONIC	32739 7	31143 9	33600 2		36340 3			31000 1	35019 16
INDUSTRIAL			37520 1				31740 1		
MECHANICAL	33900 2	32125 4	27500 1		32125 4	30000 1		31800 1	37327 49 41000/33600
METALLURGICAL					34065 18	36000 1			36000 1
MINING (INCL GEOLOGICAL)						32124 13			
PETROLEUM									39861 33 46000/37500
ENGINEERING TECHNOLOGY		28590 4						31777 1	
INDUSTRIAL TECHNOLOGY			27000 2						
OTHER AGRICULTURAL SCIENC			26628 5						
COMPUTER SCIENCE	30975 4				35400 1				34369 11
INFORMATION SCIENCES & SY									31800 3
MATHEMATICS									36000 1
PHYSICS		32500 1							

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING	22200 1						19100 2
ECONOM & FINANCE (BANKING			28000 1				24800 2
MARKETING/MARK MGMT (RESR			28000 1				24000 2
COMMUNICATIONS							24833 3
TEXTILES & CLOTHING					27000 1		
LETTERS (incl English, Li							19000 1
ARCHITECTURAL							29500 1
CHEMICAL		37440 1				39504 1	30600 2
CIVIL				28400 2		34350 2	
COMPUTER						34000 1	31000 1
ELECTRICAL/ELECTRONIC			34260 1		34500 1		31800 2
INDUSTRIAL							33000 1
MECHANICAL						35400 4	24000 1
PETROLEUM						37500 1	
COMPUTER SCIENCE			34250 2			28000 1	
HEALTH SCIENCES							23040 1

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	25351 157 39500/21600	27600 2		20893 - 14	22300 5	24177 14	23550 8	27250 4	15996 1
BACHELOR - TECHNICAL				20300 3	27000 1	31075 5	30785 43 40800/22000	27846 31 36000/24000	30906 34 39720/27000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	18996 11	19380 5	21733 27 25000/20400	23578 24 30000/18000	21600 2	21268 85 31000/17420			
BACHELOR - TECHNICAL				27333 3		24920 5			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	17500 1	25000 1	26600 5	24627 3	19311 58 33000/15000	21126 24 26592/16305	19787 11	19245 4	20700 4
BACHELOR - TECHNICAL		29167 6	32300 2	32959 26 44000/30600	18836 10	25382 39 35360/21201	25653 45 36000/22800	23592 14	21250 4

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	15240 1		13500 2	10500 2	19500 1	13200 1	25373 9	16000 1	25667 3
BACHELOR - TECHNICAL				15500 2	30313 29 33500/27000	27743 28 44400/17000	31372 8	29014 21 35000/27100	37450 44 40700/36000

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	28667 3	28650 2	23329 7	18000 1		22000 1		16000 1	28055 42 35000/26000
BACHELOR - TECHNICAL	32375 13	31312 21 40020/27000	31103 18		34063 27 37200/32500	31843 20 36000/28000	31740 1	31526 3	37605 193 46000/33400

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	22200 1		28000 2		27000 1		
BACHELOR - TECHNICAL		37440 1	34253 3	28400 2	34500 1	34930 10	

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	28167 3	28667 6		45143 7	48218 11	29000 1	33200 4	29500 2	
MBA--TECH								24700 1	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	42333 3			40000 1					
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH									
MBA--TECH							34000 2		

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH							43000 1		44200 5
MBA--TECH					40000 1				

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH		37400 2	46200 5	35750 4					29000 1
MBA--TECH									30000 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	25324 154 39500/21600	23727 33 31200/14400							25483 6
BUSINES. ADMIN (INCL MGMT	21400 2	16000 1	14800 1	13500 1	24000 1			12000 1	21517 6
ECONOM & FINANCE (BANKING	25500 3	25750 2	18600 2	24000 2	26500 3	24000 1		27000 1	27809 23 34000/24000
MARKETING/MARK MGMT (RESR		24000 1							25000 2
COMMUNICATIONS								15000 1	
POLITICAL SCIENCE/GOVT					22000 1				22000 1
AGRIBUSINESS				21500 1					18000 1
COMPUTER SCIENCE									32600 3

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING	25000 1		18000 1						
BUSINESS ADMIN (INCL MGMT		15000 1					16000 1	16000 1	18000 1
ECONOM & FINANCE (BANKING	15620 3	26756 5	24807 3				24000 1	18000 1	
MARKETING/MARK MGMT (RESR		23600 2	25000 1						
COMMUNICATIONS		24000 1						18500 1	
JOURNALISM						12480 1			
SOCIAL SCIENCES-OTHER				14400 1					
AGRIBUSINESS								16800 1	

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									16800 1
BUSINESS ADMIN (INCL MGMT	20900 2	24188 10			25000 1	24800 2	22667 3		20300 1
ECONOM & FINANCE (BANKING		21750 4	15996 1				27527 11		23127 2
MARKETING/MARK MGMT (RESR	19500 1	22667 3	28000 1		28500 1		23621 20 31000/15500		
ADVERTISING		12000 1							
COMMUNICATIONS	30000 1					20000 2	23371 5		
JOURNALISM		23284 1							
TELECOMMUN/BROADCASTING									21037 1
ELEMENTARY EDUCATION							18000 1		
TEXTILES & CLOTHING					27000 1				
POLITICAL SCIENCE/GOVT		20400 1					19200 1		
PSYCHOLOGY							17420 1		
SOCIAL SCIENCES-OTHER	12000 1		28000 1				16640 1		
CIVIL							29073 3		
ELECTRICAL/ELECTRONIC							36000 1		
INDUSTRIAL		33000 1							
METALLURGICAL							34068 1		
AGRIBUSINESS									23000 1
ANIMAL SCIENCES							26000 1		
OTHER AGRICULTURAL SCIENC		23004 1							
BIOLOGICAL							22000 1		

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT	20000 1								
ECONOM & FINANCE (BANKING	26592 1								
PHYSICAL EDUCATION					16305 1				
CRIMINAL JUSTICE				15600 1					
POLITICAL SCIENCE/GOVT				26000 1					
SOCIAL SCIENCES-OTHER				17500 2					
ARCHITECTURAL							22950 2		
CHEMICAL							37600 2		37635 11
CIVIL			24000 1				28496 38 36600/23000		
ELECTRICAL/ELECTRONIC							30086 15	33000 1	35850 2
INDUSTRIAL								31740 1	37520 1
MECHANICAL			26000 1				35274 10	31800 1	33478 10
METALLURGICAL									35200 3
MINING (INCL GEOLOGICAL)							33300 1	26016 1	35040 1
ENGINEERING TECHNOLOGY							26700 1		28500 2
CHEMISTRY								17000 1	
GEOLOGY & GEOLOGICAL SCI					24000 1				

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	28800 1								19500 1
MANAGEMENT INFO SYSTEMS	25000 3								
AEROSPACE & AERONAUTICAL									32250 2
ARCHITECTURAL									29500 1
CHEMICAL					37800 2	24000 1	37857 82 41200/36000	38101 8	36029 7
CIVIL							38000 1	32314 26 37800/29000	28486 43 39300/24500
COMPUTER			33967 3						31333 3
ELECTRICAL/ELECTRONIC	34097 8	32857 7	32725 4	31734 11	35000 4	30000 1	38500 1	29363 15	31871 42 40020/26000
INDUSTRIAL									29375 5
MECHANICAL	33900 1	33330 4		27000 1	33600 2	28500 2	30560 2	34707 41 41000/30000	35586 42 44000/31000
METALLURGICAL							32940 5	34023 13	
MINING (INCL GEOLOGICAL)								31313 13	
PETROLEUM								39597 35 46000/36600	
ENGINEERING TECHNOLOGY						25640 4		24250 2	31956 11
OTHER AGRICULTURAL SCIENC									28000 2
COMPUTER SCIENCE	35000 3		27750 2				35400 1	34500 1	
BIOLOGICAL					24000 1				
CHEMISTRY						24500 1	36000 1	31200 1	
GEOLOGY & GEOLOGICAL SCI								30543 7	
MATHEMATICS									34092 5
PHYSICS				32500 1					34020 1

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	22880 1				22000 1				
HUMAN ECOLOGY (HOME ECONO	15000 1								
PSYCHOLOGY									11000 1
ALLIED HEALTH			31950 1				29000 1		18000 1
HEALTH SCIENCES			23000 2						21896 5
NURSING				23100 9					
BIOLOGICAL									18000 1

AVERAGE SALARY OFFERS BY CURRICULUM/FUNCTION — APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT — CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING						20000 1			18000 1
BUSINESS ADMIN (INCL MGMT	18000 1			16000 1		23500 3	27398 3		
ECONOM & FINANCE (BANKING					24550 2	30000 1			
MANAGEMENT INFO SYSTEMS					26190 2		28167 3		
ELEMENTARY EDUCATION		13350 1							
SPECIAL EDUCATION		17500 1							
FOREIGN LANGUAGES					28500 1				
POLITICAL SCIENCE/GOVT		19500 2							
SOCIOLOGY		15028 4							
SOCIAL SCIENCES-OTHER		17300 1	15240 1						
ELECTRICAL/ELECTRONIC					14100 1		28500 2		
ENGINEERING TECHNOLOGY						22000 1			
AGRIBUSINESS									20064 10
ANIMAL SCIENCES									17000 1
OTHER AGRICULTURAL SCIENC									27534 4
COMPUTER SCIENCE					30691 23 40800/26700	30667 3	30550 11		
INFORMATION SCIENCES & SY					18960 1	24320 5	29771 7		
SYSTEMS ANALYSIS							18600 1		
ALLIED HEALTH				14500 1					
HEALTH SCIENCES				15500 2					
BIOLOGICAL						22000 1			
MATHEMATICS					24000 3	18000 1			

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				30000 1					
BUSINESS ADMIN (INCL MGMT				21397 20 30000/18000			21000 1		22000 1
ECONOM & FINANCE (BANKING		26333 3		22633 12					
HOTEL/RESTAURANT MGMT.				21827 22 22200/22000					
HUMAN RSRCS (incl LABOR R				18500 2					
MANAGEMENT INFO SYSTEMS				24695 4					
MARKETING/MARK MGMT (RESR		27500 1		20494 24 23284/18080					
COMMUNICATIONS				20700 4					
ELEMENTARY EDUCATION									19378 30 30500/15000
PRE-ELEMENTARY EDUCATION									10000 2
PHYSICAL EDUCATION									20000 1
SPECIAL EDUCATION									21700 3
HUMAN ECOLOGY (HOME ECONO									19700 2
FOREIGN LANGUAGES									21234 2
LETTERS (incl English, Li			19000 1						20777 4
VISUAL & PERFORMING ARTS									21302 6
HUMANITIES - OTHER									16400 1
HISTORY				15000 1					18018 2
PSYCHOLOGY				22075 4					
SOCIOLOGY									17600 1
SOCIAL SCIENCES-OTHER				17850 2					20400 1
CIVIL		28200 2							
INDUSTRIAL				30996 1					

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
INDUSTRIAL TECHNOLOGY				27000 2					
AGRIBUSINESS				17900 2					20065 3
OTHER AGRICULTURAL SCIENC				27333 3					
ARCHITECTURAL & ENVIRONME	26400 1								
BIOLOGICAL									19702 2
GEOLOGY & GEOLOGICAL SCI		20000 1							
MATHEMATICS					30000 1			24000 1	16000 1
OTHER PHYSICAL & EARTH SC									18400 2

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	25278 159 39500/21500	23635 37 31200/14400	17333 3	20500 3	25100 5	24000 1		18000 3	26147 38 34000/22000
BACHELOR - TECHNICAL				21500 1					28950 4

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	17965 4	24442 9	23484 5	14400 1		12480 1	20000 2	17500 3	18000 1
BACHELOR - TECHNICAL								16800 1	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	20660 5	22628 20 42000/18000	23999 3		26833 3	22400 4	23985 43 45000/16640		20878 5
BACHELOR - TECHNICAL		28002 2					29327 7		23000 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	23296 2			19150 4	16305 1				
BACHELOR - TECHNICAL			25000 2		24000 1		29971 69 44400/23000	27911 5	35187 30 41000/30480

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	25950 4								
BACHELOR - TECHNICAL	34306 12	33029 11	32033 9	31429 13	34089 9	26451 9	37398 93 41200/34200	34393 162 46000/28500	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	18940 2				22000 1				
BACHELOR - TECHNICAL			25983 3	23100 9			29000 1		

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	18000 1	16362 9	15240 1	16000 1	25996 5	24100 5	27783 6		18000 1
BACHELOR - TECHNICAL				15167 3	28963 28 40800/24000	25055 11	29526 21 36000/25200		21852 15

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		26625 4	19000 1	21450 96 30000/18000			21000 1		19494 56 33000/15000
BACHELOR - TECHNICAL	26400 1	25733 3		25350 8	30000 1			24000 1	19050 8

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 4 May 1991

ROCKY MOUNTAIN REGION (RMCPA)

American Graduate School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Kearney State University
Montana State University
University of Montana
University of Nebraska - Lincoln
University of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
Peru State College
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Rocky Mountain** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (April 5, 1991 through may 6, 1991) and cumulatively (September 1, 1990, and May 6, 1991).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/5/91 THROUGH 5/6/91

CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
BUSINESS														
ACCOUNTING	22	273	$26461	$26609	$30000	$27000	$25200	228	2304	$25078	$26667	$30000	$25500	$20195
BUSINESS ADMIN (INCL MGMT	4	94	22450	23730	*	*	*	80	653	21839	23520	28000	21800	16000
DISTRIBUTION MANAGEMENT	+	5	+	26340				+	14	+	26900			
ECONOM & FINANCE (BANKING	1	179	21023	27327	*	*	*	91	880	24895	25814	30000	24500	18000
HOTEL/RESTAURANT MGMT.	+	10	+	21340				22	49	21827	21165	22000	22000	22000
HUMAN RSRCS (incl LABOR R	1	4	21000	24650	*	*	*	3	72	19333	24612	*	*	*
MANAGEMENT INFO SYSTEMS	1	27	34200	28819	*	*	*	13	248	26528	28407	*	*	*
MARKETING/MARK MGMT (RESR	16	151	21234	24641	*	*	*	73	793	22215	23825	27500	22000	18000
REAL ESTATE	+	1	+	24000				+	6	+	20887			
COMMUNICATIONS														
ADVERTISING	2	3	17000	18500	*	*	*	3	46	15333	20938	*	*	*
COMMUNICATIONS	1	12	15000	19399	*	*	*	16	139	21385	21750	*	*	*
JOURNALISM	2	7	17012	21989	*	*	*	4	81	17447	19955	*	*	*
TELECOMMUN/BROADCASTING	1	17	12480	24658	*	*	*	2	39	16759	23784	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	1	19	19000	21121	*	*	*	35	227	19351	20080	23975	19000	15000
PRE-ELEMENTARY EDUCATION	+	+	+	+				2	27	10000	16647	*	*	*
PHYSICAL EDUCATION	+	4	+	19900				2	25	18153	19245	*	*	*
SPECIAL EDUCATION	+	1	+	18807				4	42	20650	22847	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	1	4	24500	24550	*	*	*	4	16	19725	20681	*	*	*
TEXTILES & CLOTHING	+	12	+	21000				1	52	27000	21721	*	*	*
MERCHANDISING MANAGEMENT	2	7	15200	19343	*	*	*	2	31	15200	20926	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	22100				3	19	23656	21401	*	*	*
LETTERS (incl English, Li	+	10	+	22377				5	77	20421	21725	*	*	*
VISUAL & PERFORMING ARTS	+	6	+	20417				6	51	21302	19979	*	*	*
HUMANITIES - OTHER	+	9	+	22433				1	50	16400	22832	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	1	+	20000				1	41	15600	20966	*	*	*
HISTORY	+	6	+	23167				3	37	17012	22506	*	*	*
POLITICAL SCIENCE/GOVT	1	11	12000	22850	*	*	*	8	94	20075	22294	*	*	*
PSYCHOLOGY	+	16	+	22881				6	107	19453	19863	*	*	*
SOCIOLOGY	+	4	+	20336				5	46	15542	19830	*	*	*
SOCIAL SCIENCES-OTHER	4	22	24500	24949	*	*	*	15	82	19512	20939	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	17	+	30268				2	105	32250	30256	*	*	*
AGRICULTURAL	+	14	+	30224				+	35	+	30669			
ARCHITECTURAL	+	7	+	32179				3	44	25133	30659	*	*	*
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	6	+	27917			
CHEMICAL	59	164	38351	37898	40700	38700	36000	177	1100	37888	37384	40200	38280	36000
CIVIL	52	131	28538	28864	36000	27446	24144	177	637	28979	29545	36000	28600	24000
COMPUTER	6	44	33910	31589	*	*	*	13	144	32778	31891	*	*	*
ELECTRICAL/ELECTRONIC	29	230	33414	33477	37800	33600	30000	149	1232	32016	33113	37500	33000	26000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	2	2	$29250	$29250	*	*	*	2	4	$29250	$29475	*	*	*
INDUSTRIAL	3	60	32000	32960	*	*	*	14	281	30515	32289	*	*	*
MECHANICAL	53	292	34890	34347	$39000	$36000	$29000	179	1466	34538	34069	$38796	$35300	$29500
METALLURGICAL	20	39	33525	33664	34800	33300	32400	43	124	33669	33557	36000	33600	32400
MINING (INCL GEOLOGICAL)	2	3	35500	32000	*	*	*	18	39	31801	31184	*	*	*
NUCLEAR	+	2	+	30417				+	15	+	32332			
PETROLEUM	24	28	40944	40166	42500	41000	39500	63	164	40016	38686	42000	40200	37500
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	9	26	29833	29405	*	*	*	30	144	29226	28678	34800	29050	25000
INDUSTRIAL TECHNOLOGY	+	6	+	30000				2	18	27000	27361	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	3	8	27667	24750	*	*	*	23	60	20969	22712	26000	21000	16800
ANIMAL SCIENCES	3	4	24333	23000	*	*	*	5	27	23200	21746	*	*	*
PLANT SCIENCES	3	6	17404	19702	*	*	*	5	14	17723	20221	*	*	*
NATURAL RESOURCES	+	1	+	16300				1	11	12000	20005	*	*	*
OTHER AGRICULTURAL SCIENC	2	4	15000	19750	*	*	*	12	27	25095	24597	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	14	72	32085	32088	*	*	*	66	585	31026	30469	36000	32590	24000
COMPUTER PROGRAMMING	+	2	+	19375				+	21	+	28173			
INFORMATION SCIENCES & SY	1	15	29000	28829	*	*	*	14	142	26997	29000	*	*	*
SYSTEMS ANALYSIS	+	2	+	31000				1	6	18600	25427	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				4	72	23363	28058	*	*	*
HEALTH SCIENCES	3	5	21833	17700	*	*	*	12	32	20998	20564	*	*	*
NURSING	+	10	+	26500				9	89	23100	28349	*	*	*
PHARMACY	+	1	+	44200				2	31	29980	39040	*	*	*
SCIENCES														
ACTUARIAL	+	1	+	31740				+	9	+	29269			
ARCHITECTURAL & ENVIRONME	+	+	+	+				1	16	26400	26463	*	*	*
BIOLOGICAL	2	11	21700	22210	*	*	*	8	51	21100	21267	*	*	*
CHEMISTRY	+	4	+	28355				4	64	27175	27625	*	*	*
GEOLOGY & GEOLOGICAL SCI	2	3	24600	26233	*	*	*	11	25	27982	28250	*	*	*
MATHEMATICS	2	28	27109	29868	*	*	*	14	113	27477	27503	*	*	*
PHYSICS	+	1	+	27400				3	15	36240	29059	*	*	*
OTHER PHYSICAL & EARTH SC	1	1	28000	28000	*	*	*	3	5	21600	22109	*	*	*
POLYMER SCIENCE	+	2	+	35250				+	2	+	35250			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	355	2162						1708	13323					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	15	184	$27073	$27139	*	*	*	181	1735	$25399	$27222	$29200	$25500	$21500
ACCOUNTING (PRIVATE)	5	79	25208	25617	*	*	*	42	591	23822	25068	27500	26000	16000
COMMERCIAL BANKING (CNSMR	1	17	20000	23665	*	*	*	4	70	18000	22376	*	*	*
COMMERCIAL BANKING (LENDG	+	27	+	23876				4	88	20750	24086	*	*	*
INVESTMT BANKING (CORP FN	+	3	+	26333				5	27	25100	28093	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				1	2	24000	28500	*	*	*
INVESTMT BANKG (REAL EST)	+	+	+	+				+	4	+	18875			
INVESTMT BANKG (SALES & T	+	2	+	32000				3	19	18000	23268	*	*	*
FINANCIAL/TREASURY ANALYS	+	64	+	29466				42	293	26414	27173	32000	26700	22000
PORTFOLIO MGMT/BROKERAGE	1	4	32000	33250	*	*	*	6	29	20310	23416	*	*	*
UNDERWRITING	1	21	25000	25648	*	*	*	10	110	24498	24295	*	*	*
INSURANCE - CLAIMS	2	12	24500	23658	*	*	*	8	80	23053	22813	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	7	+	21500				1	26	14400	20086	*	*	*
MEDIA PLANNING	1	2	13000	15250	*	*	*	1	12	13000	20287	*	*	*
REPORTING	+	+	+	+				1	16	12480	16355	*	*	*
PRODUCTION	1	4	12480	26140	*	*	*	3	44	17493	24874	*	*	*
PUBLIC RELATIONS	+	2	+	19720				4	44	17325	20000	*	*	*
WRITING / EDITING	+	5	+	22700				1	28	18000	20589	*	*	*
MARKETING														
ADVERTISING	2	6	17000	19067	*	*	*	7	31	19614	20474	*	*	*
BRAND/PRODUCT MANAGEMENT	1	13	28500	24645	*	*	*	23	109	23351	24319	28000	23004	18000
BUYER/MERCHANDISING	3	55	24000	23580	*	*	*	6	196	23999	23447	*	*	*
DISTRIBUTION	+	2	+	25500				+	39	+	26459			
MARKET RESEARCH	+	6	+	27483				3	60	26833	25273	*	*	*
PURCHASING	+	4	+	28500				4	27	22400	27570	*	*	*
SALES	9	144	24056	25757	*	*	*	59	796	24629	25314	31200	25000	16000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	1	5	12000	20600	*	*	*	1	26	12000	20328	*	*	*
FINANC,TAXA, MONETARY POL	2	17	21023	23123	*	*	*	8	66	21180	22909	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				2	10	23296	21659	*	*	*
LAW ENFORCEMENT	+	2	+	18530				+	37	+	23362			
MILITARY	+	2	+	24917				2	46	25000	23646	*	*	*
NATIONAL SECURITY	+	1	+	20000				4	8	19150	20200	*	*	*
URBAN / REGIONAL PLANNING	+	+	+	+				2	10	20153	19183	*	*	*
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	6	+	26333			
DESIGN / CONSTRUCT	38	94	29255	30318	$33600	$29000	$26000	120	677	29514	30702	37100	29000	23000
ENVIRONMENTAL/SANITATION	1	16	35000	29419	*	*	*	7	120	29481	30840	*	*	*
MANUFACTURING/INDUSTRIAL	7	137	31971	34314	*	*	*	45	789	33992	33890	39500	34000	29000
SYSTEMS / PROGRAMMING	+	34	+	31754				18	182	31986	32263	*	*	*
POWER SYSTEMS	11	27	33204	32981	*	*	*	23	164	32873	33185	37800	33000	28500
SOFTWARE DESIGN & DEVELOP	2	17	32450	32858	*	*	*	11	139	32109	32396	*	*	*
HARDWARE DESIGN & DEVELOP	11	33	34060	34675	*	*	*	26	155	32934	33517	37200	34188	27000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	2	32	$28250	$34964	*	*	*	11	252	$33027	$34165	*	*	*
TESTING	+	11	+	32438				9	115	26451	30665	*	*	*
PROCESS ENGINEERING	55	154	38614	37939	$40700	$38700	$36900	152	893	37807	37654	$40400	$38400	$35400
PROJECT ENGINEERING	95	268	36108	33817	41000	36000	31500	265	851	35090	34178	41000	35880	29100
OTHER ENGINEERING	35	195	30062	31991	36120	28800	24912	200	1074	31644	32645	38316	31400	25000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	2	+	21000				2	22	18940	24025	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	3	+	23444			
MEDICAL TECHNOLOGY	+	1	+	12000				3	32	25983	23649	*	*	*
NURSES / PERSONAL CARE	+	10	+	26500				9	85	23100	27884	*	*	*
OCCUPATIONAL THERAPY	+	+	+	+				1	21	22000	29647	*	*	*
PHARMACIST	+	1	+	44200				2	32	29980	38650	*	*	*
PHYSICAL THERAPY	+	+	+	+				1	11	29000	26516	*	*	*
RESPIRATORY THERAPY	+	+	+	+				+	4	+	33914			
OTHER HEALTH RELATED	3	6	21833	19250	*	*	*	11	63	20180	23580	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	2	+	25250				1	21	18000	20649	*	*	*
COUNSELING	+	2	+	19500				9	47	16362	16977	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				1	2	15240	20620	*	*	*
SOCIAL WORK	+	6	+	16937				4	41	15375	17369	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	4	64	34500	29905	*	*	*	40	454	29484	28886	35000	30150	24000
INFORMATION SYSTEMS	2	34	31600	30085	*	*	*	20	190	24765	29428	34200	22000	18990
SYSTEMS ANALYSIS & DESIGN	10	28	30739	31708	*	*	*	37	267	29571	30056	36000	29000	25000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	10	+	32524				+	22	+	31580			
AGRICULTURE/NAT'L RESOURC	11	22	25109	23314	*	*	*	30	83	22346	21885	30000	21000	15600
ARCHITECTURE	+	+	+	+				1	8	26400	26238	*	*	*
CONSULTING	1	78	15000	29774	*	*	*	8	346	24838	29144	*	*	*
HUMAN RESRCS /INDUS RELS	1	7	23400	25771	*	*	*	2	72	21200	23623	*	*	*
MANAGEMENT TRAINEE	18	140	19913	23510	*	*	*	129	898	21599	22804	26000	22000	18000
MATH/STATISTICIANS	2	3	23365	22564	*	*	*	3	24	25577	23554	*	*	*
PARALEGAL	+	2	+	18750				+	10	+	20450			
RESEARCHERS NON-TECHNICAL	+	+	+	+				1	8	21000	23077	*	*	*
RESEARCHERS - TECHNICAL	+	4	+	33758				1	34	24000	28981	*	*	*
TEACHING	1	32	19000	20732	*	*	*	67	427	19532	20549	23975	19400	15600
TOTALS	355	2162						1708	13323					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	7	23	$25000	$32298	*	*	*	37	184	$27951	$31324	$32500	$28000	$22000
MBA--NON-TECH	5	33	33680	35675	*	*	*	61	283	39359	35653	55000	36000	29000
MBA--TECH	+	10	+	43850				5	60	32540	39898	*	*	*
MS-BUSINESS	+	9	+	40400				1	25	40000	42514	*	*	*
ECONOMICS & FINANCE (BANK	+	63	+	43954				2	147	40500	43562	*	*	*
HUMAN RESOURCES (INCL LAB	+	13	+	40231				2	36	21500	37981	*	*	*
MANAGEMENT INFORMATION SY	+	6	+	38587				4	20	33500	35686	*	*	*
MARKETING/MKTNG MGT (RESE	+	50	+	43302				+	100	+	44661			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				4	4	33250	33250	*	*	*
COMMUNICATIONS	+	+	+	+				4	8	25250	29320	*	*	*
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	16	+	23926			
ELEMENTARY EDUCATION	+	1	+	19000				+	28	+	24224			
PHYSICAL EDUCATION	+	1	+	16500				+	5	+	22900			
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	1	+	22500				+	10	+	23757			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	16650			
LETTERS	+	+	+	+				1	4	13500	23500	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				+	3	+	20408			
HUMANITIES - OTHER	+	+	+	+				+	4	+	31251			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	1	+	22145			
PSYCHOLOGY	+	1	+	24000				+	11	+	23592			
SOCIOLOGY	+	+	+	+				+	3	+	24267			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	13	+	30853			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	3	+	36672				1	11	36500	35921	*	*	*
AGRICULTURAL	+	2	+	28500				+	2	+	28500			
BIOENGINEERING & BIOMEDIC	+	1	+	35500				+	2	+	32750			
CHEMICAL	+	9	+	40369				4	53	39611	39988	*	*	*

continued

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	+	9	+	$34270				+	79	+	$34904			
COMPUTER	+	5	+	42330				+	7	+	40921			
ELECTRICAL/ELECTRONIC	+	18	+	39275				4	138	$36550	38451	*	*	*
INDUSTRIAL	+	1	+	39000				+	22	+	36502			
MECHANICAL	+	9	+	39728				18	124	35269	38202	*	*	*
METALLURGICAL	+	2	+	39012				9	19	38111	38013	*	*	*
MINING & MINERAL	+	+	+	+				2	14	42400	35007	*	*	*
NUCLEAR	+	+	+	+				+	2	+	37800			
PETROLEUM	2	4	$45500	43400	*	*	*	16	30	42848	43500	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	18000				+	4	+	20972			
HEALTH SCIENCES	+	1	+	26500				+	14	+	26250			
NURSING	+	+	+	+				+	1	+	49000			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	7	+	26671			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	1	+	28080			
BIOLOGICAL	+	+	+	+				+	3	+	22686			
CHEMISTRY	+	+	+	+				+	10	+	33412			
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	10	40200	36381	*	*	*	6	101	32117	37419	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	5	5	39540	39540	*	*	*	19	30	37995	36917	*	*	*
MATHEMATICS (INCL ACTUARI	1	2	30000	28750	*	*	*	2	13	32500	27977	*	*	*
PHYSICS	+	+	+	+				1	3	28000	27219	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	21	293						203	1660					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	4	26	$39244	$47922	*	*	*	18	146	$39338	$44582	*	*	*
MBA--TECH	+	14	+	48279				+	51	+	47900			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	4	70	38625	49324	*	*	*	25	219	38563	48390	$44000	$40000	$31000
MBA--TECH	+	43	+	50033				2	110	38850	51878	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	1	43	40000	50948	*	*	*	16	181	47150	48651	*	*	*
MBA--TECH	+	25	+	55297				1	89	36400	52914	*	*	*
TOTALS	9	221						62	796					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	1	+	$71500				+	11	+	$56736			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	7	+	37582			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	35000				+	2	+	32500			
FOREIGN LANGUAGES	+	+	+	+				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				1	7	$52700	45957	*	*	*
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				2	3	42000	46027	*	*	*
CHEMICAL	1	12	$42000	52333	*	*	*	2	54	45500	53038	*	*	*
CIVIL	+	+	+	+				2	6	39498	41499	*	*	*
COMPUTER	+	+	+	+				+	2	+	52250			
ELECTRICAL/ELECTRONIC	+	2	+	53750				+	13	+	55798			
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	1	+	56000				+	5	+	48033			
METALLURGICAL	+	3	+	52200				2	15	45000	48667	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	2	+	43000			
BIOLOGICAL	+	+	+	+				+	4	+	31138			
CHEMISTRY	1	2	45000	50000	*	*	*	2	55	43700	48340	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				8	10	54913	52184	*	*	*
MATHEMATICS	+	+	+	+				2	6	35750	38483	*	*	*
PHYSICS	+	+	+	+				+	2	+	40000			
POLYMER	+	3	+	44133				+	5	+	47600			
TOTALS	2	25						21	213					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	25474 173 39500/21600			20000 1		25000 1	21800 2		
BUSINESS ADMIN (INCL MGMT	24500 2			18900 2	16250 2	20250 4	24400 2		
ECONOM & FINANCE (BANKING	25767 3	31200 1		21540 12	27000 1	33125 4	24000 2	27250 4	15996 1
MANAGEMENT INFO SYSTEMS	25000 1						25000 1		
MARKETING/MARK MGMT (RESR		24000 1		16950 2	26000 2	23500 2	23000 1		
COMMUNICATIONS								15000 1	
JOURNALISM						12480 1			
TELECOMMUN/BROADCASTING						12480 1			
FOREIGN LANGUAGES						28500 1			
SOCIAL SCIENCES-OTHER						12000 1			
CHEMICAL								36500 3	35721 4
CIVIL								28990 21 36060/26400	29386 25 36120/27000
COMPUTER							26760 1	29000 1	26000 1
ELECTRICAL/ELECTRONIC					27000 1	31400 4	32190 19	29400 3	29207 3
INDUSTRIAL						33375 1		27500 1	
MECHANICAL							35000 1	31200 5	33523 5
MINING (INCL GEOLOGICAL)								26016 1	
PETROLEUM									33000 1
ENGINEERING TECHNOLOGY						30000 1	16500 1		32357 6
AGRIBUSINESS				20300 3				16800 1	
COMPUTER SCIENCE							30409 22 40800/24000	28500 2	
INFORMATION SCIENCES & SY							30000 1		
BIOLOGICAL							22000 1		

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
CHEMISTRY								24500 1	36000 1
GEOLOGY & GEOLOGICAL SCI								22900 2	30133 6
MATHEMATICS							18000 1	24000 2	29665 4
PHYSICS							34020 1		

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING		23000 1		18000 1	25200 1	19460 4			
BUSINESS ADMIN (INCL MGMT	20875 4	13800 1	18600 1	23333 3	18000 1	20647 26 26000/18000			
ECONOM & FINANCE (BANKING	17292 5		24333 3	24938 13		21389 9			
HOTEL/RESTAURANT MGMT.		20100 2	22000 20 22000/22000						
HUMAN RSRCS (incl LABOR R				13000 1		21000 1			
MANAGEMENT INFO SYSTEMS				28391 2		23500 3			
MARKETING/MARK MGMT (RESR	20000 1	19900 1	19733 3	22550 4		22022 41 31000/18000			
ADVERTISING						12000 1			
COMMUNICATIONS	15000 1		16800 1	24000 1		22051 7			
ELEMENTARY EDUCATION				18000 1					
HUMAN ECOLOGY (HOME ECONO				24500 1					
MERCHANDISING MANAGEMENT						15200 2			
HISTORY						15000 1			
POLITICAL SCIENCE/GOVT	22000 1		20400 1	19200 1					
PSYCHOLOGY			18000 1			21930 4			
SOCIAL SCIENCES-OTHER	32000 1	22000 1				20085 4			
INDUSTRIAL				26500 2		32000 1			
MECHANICAL						31250 2			
AGRIBUSINESS						23352 1			
PLANT SCIENCES						15600 1			
INFORMATION SCIENCES & SY				29000 2		22867 3			
PHARMACY						29980 2			
BIOLOGICAL						22000 1			

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			27500 3	24000 1		22416 5	18572 5		24000 1
BUSINESS ADMIN (INCL MGMT	17500 1	25000 1	25250 2		22000 1	21344 6	19267 3	19660 3	
ECONOM & FINANCE (BANKING						22956 3	25000 1		24000 1
HUMAN RSRCS (incl LABOR R						24000 1			
MANAGEMENT INFO SYSTEMS				25380 1					
MARKETING/MARK MGMT (RESR						23284 1			
COMMUNICATIONS				24500 1				18000 1	
JOURNALISM						22154 2			
TELECOMMUN/BROADCASTING						21037 1			
ELEMENTARY EDUCATION					19391 34 30500/15000				
PRE-ELEMENTARY EDUCATION					10000 2				
PHYSICAL EDUCATION					20000 1	16305 1			
SPECIAL EDUCATION					21700 3				17500 1
HUMAN ECOLOGY (HOME ECONO					19700 2				
FOREIGN LANGUAGES					21234 2				
LETTERS (incl English, Li					20777 4				
VISUAL & PERFORMING ARTS					21302 6				
HUMANITIES - OTHER					16400 1				
CRIMINAL JUSTICE						15600 1			
HISTORY					18018 2				
POLITICAL SCIENCE/GOVT					15000 1	26000 1	18000 2		
SOCIOLOGY					17600 1	20112 1	18000 1		
SOCIAL SCIENCES-OTHER					20400 1	16467 3	30000 1		15650 2

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ARCHITECTURAL							22950 2		
CHEMICAL						16973 1			
CIVIL		31400 1	30418 4	34000 1		25058 15	26510 60 38000/22992		
ELECTRICAL/ELECTRONIC		35000 2		32630 12		26399 24 35360/21201			
ENIVRONMENTAL ENGINEERING						35000 1	23500 1		
INDUSTRIAL						23000 1			
MECHANICAL		33000 1		32890 22 44000/30000		27417 6			
MINING (INCL GEOLOGICAL)				33800 1			24000 1		
ENGINEERING TECHNOLOGY		25000 1				23500 2	26700 1		
AGRIBUSINESS					20065 3	23000 1	20920 2		
PLANT SCIENCES							21013 1		
NATURAL RESOURCES							12000 1		
OTHER AGRICULTURAL SCIENC	12000 1								
COMPUTER SCIENCE		15000 1		30600 1		23488 4			
INFORMATION SCIENCES & SY					18960 1				
SYSTEMS ANALYSIS							18600 1		
ALLIED HEALTH							14500 1	24975 2	29000 1
HEALTH SCIENCES							22500 1	23288 5	19667 3
NURSING								23700 7	20000 1
BIOLOGICAL					19702 2		22000 2	18000 1	
CHEMISTRY					17000 1	31200 1			
GEOLOGY & GEOLOGICAL SCI		32000 1					24000 1		
MATHEMATICS					16000 1	24000 1	29809 2		

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
OTHER PHYSICAL & EARTH SC					18400 2		28000 1		

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING						21600 2	13680 2		29000 1
BUSINESS ADMIN (INCL MGMT					19500 1		30250 4	16000 1	
ECONOM & FINANCE (BANKING							24000 1		24000 2
MANAGEMENT INFO SYSTEMS							28000 2		
JOURNALISM	13000 1								
HUMAN ECOLOGY (HOME ECONO			15000 1						
PSYCHOLOGY				11000 1					
SOCIOLOGY			12000 1	10000 1					
SOCIAL SCIENCES-OTHER	15240 1								
AEROSPACE & AERONAUTICAL					32250 2				
CHEMICAL						36100 6			37960 39 40700/36000
CIVIL					27000 1			28795 17	36000 1
ELECTRICAL/ELECTRONIC					32588 8		32650 2	27990 2	37157 6
INDUSTRIAL					33000 1	28000 1	30996 1		
MECHANICAL					29723 17	35499 6	34295 4	33000 2	37359 5
METALLURGICAL					31500 1	30000 1	30600 1		33100 1
ENGINEERING TECHNOLOGY					28917 6	33000 1	30300 2	26000 1	
AGRIBUSINESS						21350 12			
ANIMAL SCIENCES						20250 4			
PLANT SCIENCES						17333 3			
OTHER AGRICULTURAL SCIENC						26000 6			
COMPUTER SCIENCE					30580 3	34800 1			36000 1
INFORMATION SCIENCES & SY					26000 3				29000 1

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
HEALTH SCIENCES				15500 2					
NURSING									22000 1
ARCHITECTURAL & ENVIRONME								26400 1	
MATHEMATICS							24000 1		40400 1

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING		28500 1							27710 20 31200/26000
BUSINESS ADMIN (INCL MGMT	26000 1		27000 1			22000 1		16000 1	30000 5
ECONOM & FINANCE (BANKING	33000 1	28800 1	28000 1	18000 1					28583 18
MANAGEMENT INFO SYSTEMS	27000 1	34200 1							25000 1
MARKETING/MARK MGMT (RESR			21717 6						28000 3
POLITICAL SCIENCE/GOVT									22000 1
CHEMICAL			34357 7	37500 1	33600 1	28600 1	39500 1		38819 102 42016/36700
CIVIL						31165 4			36072 22 39300/33000
COMPUTER	32400 1	34565 4	34200 1						37250 2
ELECTRICAL/ELECTRONIC	33208 10	31016 17	33600 2	37500 1	36765 4			31000 1	35578 23 39000/33000
INDUSTRIAL		28080 1	37520 1				31740 1		36000 1
MECHANICAL	33900 2	32583 6	27500 1	37500 1	32125 4	28920 2		31800 1	37514 76 42300/36000
METALLURGICAL					33940 32 37200/33000	33417 6			36000 1
MINING (INCL GEOLOGICAL)						32574 15			
PETROLEUM									40172 61 46000/37800
ENGINEERING TECHNOLOGY	28596 1	28590 4						31777 1	
INDUSTRIAL TECHNOLOGY			27000 2						
ANIMAL SCIENCES			35000 1						
OTHER AGRICULTURAL SCIENC			26628 5						
COMPUTER SCIENCE	30975 4	32000 1			35400 1				33266 22 39000/29000
INFORMATION SCIENCES & SY									31800 3
BIOLOGICAL		23400 1							
GEOLOGY & GEOLOGICAL SCI									25200 1

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MATHEMATICS									36000 1
PHYSICS		32500 1							42200 1

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING	22200 1						19100 2
ECONOM & FINANCE (BANKING			28000 1				24800 2
MARKETING/MARK MGMT (RESR			28000 1				21009 4
ADVERTISING							17000 2
COMMUNICATIONS							24833 3
TEXTILES & CLOTHING					27000 1		
LETTERS (incl English, Li							19000 1
ARCHITECTURAL							29500 1
CHEMICAL		37440 1				38007 6	33750 4
CIVIL				28400 2		34900 3	
COMPUTER						34000 1	31000 1
ELECTRICAL/ELECTRONIC			34260 1		34500 1	37500 1	31800 2
INDUSTRIAL							33000 1
MECHANICAL						35938 8	23400 2
PETROLEUM						37500 1	
ENGINEERING TECHNOLOGY						34800 2	
COMPUTER SCIENCE			34250 2			28000 1	
HEALTH SCIENCES							23040 1

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	25465 179 39500/21500	27600 2		20599 17	22300 5	23397 15	23550 8	24800 5	15996 1
BACHELOR - TECHNICAL				20300 3	27000 1	31496 6	30477 48 40800/20000	28770 43 40000/24000	30739 56 39720/26400

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	19920 13	19817 6	21533 30 25000/18600	23496 28 30000/18000	21600 2	21178 103 31000/17040			
BACHELOR - TECHNICAL				27750 4		25819 11			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	17500 1	25000 1	26600 5	24627 3	19420 61 33000/15000	21118 26 26592/16305	19974 13	19245 4	19360 5
BACHELOR - TECHNICAL	12000 1	29486 7	30418 4	32798 37 44000/30000	18836 10	25755 57 35360/21201	25600 78 38000/22320	23353 15	21600 5

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	14120 2		13500 2	10500 2	19500 1	21600 2	25373 9	16000 1	25667 3
BACHELOR - TECHNICAL				15500 2	30125 42 33508/27500	26844 41 44400/17000	31698 11	28865 23 35000/26400	37262 56 40700/36000

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	28667 3	30500 3	23163 8	18000 1		22000 1		16000 1	28119 48 39600/25000
BACHELOR - TECHNICAL	32487 18	31182 35 40020/23400	31453 20 37520/26000	37500 3	34063 42 38040/32400	32150 28 37500/28000	35620 2	31526 3	37817 316 46000/33400

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	22200 1		28000 2		27000 1		
BACHELOR - TECHNICAL		37440 1	34253 3	28400 2	34500 1	35950 23 39504/33600	

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	28167 3	28667 6		45143 7	48218 11	29000 1	33033 6	29500 2	
MBA--TECH								24700 1	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	42333 3			40000 1					
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH									
MBA--TECH							34000 2		

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH						31500 2	43000 1		44200 5
MBA--TECH					40000 1				

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH		37400 2	46200 5	35750 4					34500 2
MBA--TECH									30000 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	25443 176 39500/21500	23922 38 31200/14400	20000 1						25483 6
BUSINESS ADMIN (INCL MGMT	21400 2	16000 1	14800 1	13500 1	24000 1			12000 1	21517 6
ECONOM & FINANCE (BANKING	25500 3	25750 2	18600 2	24000 2	26500 3	24000 1		27000 1	27809 23 34000/24000
MARKETING/MARK MGMT (RESR		24000 1							25000 2
COMMUNICATIONS								15000 1	
POLITICAL SCIENCE/GOVT					22000 1				22000 1
AGRIBUSINESS				21500 1					18000 1
COMPUTER SCIENCE									32600 3

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING	25000 1		18000 1						
BUSINESS ADMIN (INCL MGMT	18000 1	20000 2					16000 1	16000 1	18000 1
ECONOM & FINANCE (BANKING	15620 3	26756 5	23105 4				24000 1	18000 1	
MARKETING/MARK MGMT (RESR		23600 2	24750 2						
COMMUNICATIONS		24000 1						18500 1	
JOURNALISM					13000 1	12480 1			
TELECOMMUN/BROADCASTING							12480 1		
HUMAN ECOLOGY (HOME ECONO			24500 1						
SOCIAL SCIENCES-OTHER	32000 1			14400 1					
AGRIBUSINESS								16800 1	

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									16800 1
BUSINESS ADMIN (INCL MGMT	20900 2	24188 10			25000 1	24800 2	22750 4		20300 1
ECONOM & FINANCE (BANKING		21750 4	15996 1				27527 11		22426 3
MARKETING/MARK MGMT (RESR	19500 1	22667 3	25000 4		28500 1		23018 23 31000/15500		
ADVERTISING	17000 2	12000 1							
COMMUNICATIONS	30000 1					20000 2	23371 5		
JOURNALISM		23284 1							21023 1
TELECOMMUN/BROADCASTING									21037 1
ELEMENTARY EDUCATION							18000 1		
TEXTILES & CLOTHING					27000 1				
POLITICAL SCIENCE/GOVT		20400 1					19200 1	12000 1	
PSYCHOLOGY							17420 1		
SOCIAL SCIENCES-OTHER	12000 1		28000 1				16640 1		
CIVIL							29073 3		
ELECTRICAL/ELECTRONIC							36000 1		
INDUSTRIAL		33000 1							
MECHANICAL		28500 1					35500 3		
METALLURGICAL							34068 1		
AGRIBUSINESS									23000 1
ANIMAL SCIENCES							26000 1		
OTHER AGRICULTURAL SCIENC		23004 1					15000 2		
BIOLOGICAL							22000 1		

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT	20000 1								
ECONOM & FINANCE (BANKING	26592 1								
PHYSICAL EDUCATION					16305 1				
CRIMINAL JUSTICE				15600 1					
POLITICAL SCIENCE/GOVT				26000 1					
SOCIAL SCIENCES-OTHER				17500 2					
ARCHITECTURAL							22950 2		
CHEMICAL							37600 2		37922 13
CIVIL			24000 1				28098 75 38000/23000	31812 1	
ELECTRICAL/ELECTRONIC							30231 18	33000 1	34000 3
ENIVRONMENTAL ENGINEERING								35000 1	
INDUSTRIAL								31740 1	29533 3
MECHANICAL			26000 1				33764 21 44400/29000	31800 1	32601 19
METALLURGICAL									35200 3
MINING (INCL GEOLOGICAL)							33300 1	26016 1	35040 1
ENGINEERING TECHNOLOGY							26700 1		28667 3
CHEMISTRY								17000 1	
GEOLOGY & GEOLOGICAL SCI					24000 1				

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	28800 1								19500 1
MANAGEMENT INFO SYSTEMS	25000 3								
AEROSPACE & AERONAUTICAL									32250 2
ARCHITECTURAL									29500 1
CHEMICAL					37800 2	24000 1	38215 136 42016/36000	36810 14	36202 9
CIVIL							38000 1	32191 36 38000/28000	28027 58 39300/24144
COMPUTER	26760 1		33575 4	36265 4					31333 3
ELECTRICAL/ELECTRONIC	34031 9	33250 17	32680 5	32824 17	35000 4	30000 1	38500 1	31456 23 38000/22000	31721 46 40020/26000
ENIVRONMENTAL ENGINEERING					23500 1				
INDUSTRIAL								32000 3	29375 5
MECHANICAL	33900 1	31803 6		30700 3	33400 3	28500 2	34424 5	35541 62 42300/30656	35517 51 44000/31000
METALLURGICAL							32786 7	33706 32 37200/32500	
MINING (INCL GEOLOGICAL)								31871 15	
PETROLEUM								40016 63 46000/37500	
ENGINEERING TECHNOLOGY				28596 1		25640 4		28967 6	31223 14
OTHER AGRICULTURAL SCIENC									28000 2
COMPUTER SCIENCE	35000 3		27750 2				35400 1	34500 1	27500 2
BIOLOGICAL					24000 1				
CHEMISTRY						24500 1	36000 1	31200 1	
GEOLOGY & GEOLOGICAL SCI								30543 7	
MATHEMATICS								28500 1	34092 5
PHYSICS				32500 1				42200 1	34020 1

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	22880 1				22000 1				
HUMAN ECOLOGY (HOME ECONO	15000 1								
PSYCHOLOGY									11000 1
ALLIED HEALTH			31950 1				29000 1		18000 1
HEALTH SCIENCES			23000 2						21873 8
NURSING				23100 9					
PHARMACY						29980 2			
BIOLOGICAL									18000 1

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING						20000 1			24000 2
BUSINESS ADMIN (INCL MGMT	18000 1			16000 1		23500 3	27398 3		
ECONOM & FINANCE (BANKING					24550 2	30000 1			
MANAGEMENT INFO SYSTEMS					26190 2	34200 1	28167 3		
ELEMENTARY EDUCATION		13350 1							
SPECIAL EDUCATION		17500 1							
FOREIGN LANGUAGES					28500 1				
POLITICAL SCIENCE/GOVT		19500 2							
SOCIOLOGY		15028 4							
SOCIAL SCIENCES-OTHER		17300 1	15240 1						30000 1
COMPUTER							26000 1		
ELECTRICAL/ELECTRONIC					14100 1		28500 2		
ENGINEERING TECHNOLOGY						22000 1			
AGRIBUSINESS									21818 13
ANIMAL SCIENCES									23667 3
PLANT SCIENCES									16900 4
NATURAL RESOURCES									12000 1
OTHER AGRICULTURAL SCIENC									27534 4
COMPUTER SCIENCE					31477 30 40800/26700	25598 5	31171 19		
INFORMATION SCIENCES & SY					18960 1	25100 6	29771 7		
SYSTEMS ANALYSIS							18600 1		
ALLIED HEALTH				14500 1					
HEALTH SCIENCES				15500 2					

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BIOLOGICAL						22000 1			20000 1
GEOLOGY & GEOLOGICAL SCI							25200 1		
MATHEMATICS					24000 3	18000 1			
OTHER PHYSICAL & EARTH SC									28000 1

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				30000 1					
BUSINESS ADMIN (INCL MGMT				22096 26 39600/18000			21000 1		22000 1
ECONOM & FINANCE (BANKING		26333 3		22091 14					
HOTEL/RESTAURANT MGMT.				21827 22 22200/22000					
HUMAN RSRCS (incl LABOR R				19333 3					
MANAGEMENT INFO SYSTEMS				24695 4					
MARKETING/MARK MGMT (RESR		27500 1		20548 33 28000/18018					
COMMUNICATIONS		15000 1		20700 4					
ELEMENTARY EDUCATION									19574 33 30500/16100
PRE-ELEMENTARY EDUCATION									10000 2
PHYSICAL EDUCATION									20000 1
SPECIAL EDUCATION									21700 3
HUMAN ECOLOGY (HOME ECONO									19700 2
MERCHANDISING MANAGEMENT				15200 2					
FOREIGN LANGUAGES									21234 2
LETTERS (incl English, Li			19000 1						20777 4
VISUAL & PERFORMING ARTS									21302 6
HUMANITIES - OTHER									16400 1
HISTORY				15000 1					18018 2
PSYCHOLOGY				22075 4					
SOCIOLOGY									17600 1
SOCIAL SCIENCES-OTHER				17925 4					20400 1
CIVIL		28200 2							

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
INDUSTRIAL				30996 1					
INDUSTRIAL TECHNOLOGY				27000 2					
AGRIBUSINESS				19717 3					20065 3
ANIMAL SCIENCES				19000 1					
PLANT SCIENCES					21013 1				
OTHER AGRICULTURAL SCIENC				27333 3					
ARCHITECTURAL & ENVIRONME	26400 1								
BIOLOGICAL			23400 1						19702 2
GEOLOGY & GEOLOGICAL SCI		20800 1		24000 1					
MATHEMATICS					27859 2			24000 1	16000 1
OTHER PHYSICAL & EARTH SC									18400 2

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	25399 181 39500/21500	23822 42 31200/16000	18000 4	20500 3	25100 5	24000 1		16000 3	26147 38 34000/22000
BACHELOR - TECHNICAL			–	21500 1					28950 4

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	20310 6	24498 10	23053 8	14400 1	13000 1	12480 1	17493 3	17500 3	18000 1
BACHELOR - TECHNICAL								16800 1	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	19614 7	22628 20 42000/18000	23999 6		26833 3	22400 4	23645 47 45000/16000	12000 1	20920 7
BACHELOR - TECHNICAL		28168 3					28482 12		23000 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	23296 2			19150 4	16305 1				
BACHELOR - TECHNICAL			25000 2		24000 1		29514 120 44400/23000	29481 7	33992 45 42000/29000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	25950 4								
BACHELOR - TECHNICAL	33710 14	32873 23 39000/28500	32109 11	32934 26 38500/27000	33027 11	26451 9	37807 152 42016/35400	35090 265 46000/29100	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	18940 2				22000 1				
BACHELOR - TECHNICAL			25983 3	23100 9		29980 2	29000 1		

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	18000 1	16362 9	15240 1	16000 1	25996 5	25783 6	27783 6		26000 3
BACHELOR - TECHNICAL				15167 3	29982 35 40800/24000	24328 14	29918 31 37992/25200		21940 27 35000/15600

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		24300 5	19000 1	21331 118 39600/18000			21000 1		19598 59 33000/15000
BACHELOR - TECHNICAL	26400 1	25733 3	23400 1	24468 11	25577 3			24000 1	19050 8

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 5 July 1991

ROCKY MOUNTAIN REGION (RMCPA)

American Graduate School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Kearney State University
Montana State University
University of Montana
University of Nebraska - Lincoln
University of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
Peru State College
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Rocky Mountain** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (May 6, 1991 through June 5, 1991) and cumulatively (September 1, 1990, and June 5, 1991).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 5/6/91 THROUGH 6/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	57	611	$24620	$26364	$29232	$24500	$21000	278	2774	$24997	$26602	$30000	$25200	$20195
BUSINESS ADMIN (INCL MGMT	13	376	23303	23933	*	*	*	88	966	21902	23616	27600	22000	16000
DISTRIBUTION MANAGEMENT	1	4	21000	29577	*	*	*	1	18	21000	27495	*	*	*
ECONOM & FINANCE (BANKING	21	441	22833	25890	26000	23000	18000	109	1238	24672	25913	30000	24000	18000
HOTEL/RESTAURANT MGMT.	1	69	22000	21100	*	*	*	23	118	21835	21127	22000	22000	22000
HUMAN RSRCS (incl LABOR R	5	39	22040	24238	*	*	*	8	93	21025	24066	*	*	*
MANAGEMENT INFO SYSTEMS	+	98	+	29039				13	322	26528	28412	*	*	*
MARKETING/MARK MGMT (RESR	20	346	23217	23718	30000	23500	18000	93	1081	22431	23850	28000	22000	18000
REAL ESTATE	+	1	+	20000				+	7	+	20760			
COMMUNICATIONS														
ADVERTISING	+	9	+	24667				3	51	15333	21866	*	*	*
COMMUNICATIONS	11	65	25845	23155	*	*	*	27	193	23202	22067	30000	22500	17856
JOURNALISM	+	30	+	22821				4	103	17447	20586	*	*	*
TELECOMMUN/BROADCASTING	+	13	+	22200				2	52	16759	23388	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	2	56	22800	20015	*	*	*	35	273	19351	20054	23975	19000	15000
PRE-ELEMENTARY EDUCATION	+	3	+	16167				2	30	10000	16599	*	*	*
PHYSICAL EDUCATION	+	4	+	19750				2	29	18153	19314	*	*	*
SPECIAL EDUCATION	+	10	+	20711				4	50	20650	22424	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	1	11	21500	21854	*	*	*	5	27	20080	21159	*	*	*
TEXTILES & CLOTHING	1	43	14000	21250	*	*	*	2	82	20500	21210	*	*	*
MERCHANDISING MANAGEMENT	+	13	+	21233				2	44	15200	21017	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	19	+	21962				3	36	23656	21636	*	*	*
LETTERS (incl English, Li	1	44	16500	20966	*	*	*	6	112	19768	21490	*	*	*
VISUAL & PERFORMING ARTS	1	13	23284	18520	*	*	*	7	63	21585	19646	*	*	*
HUMANITIES - OTHER	+	35	+	23977				1	81	16400	22806	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	18	+	23295				1	58	15600	21533	*	*	*
HISTORY	+	37	+	25430				3	68	17012	23465	*	*	*
POLITICAL SCIENCE/GOVT	2	54	21000	24407	*	*	*	10	131	20260	23063	*	*	*
PSYCHOLOGY	1	52	14700	21918	*	*	*	7	151	18774	20553	*	*	*
SOCIOLOGY	+	21	+	22206				5	63	15542	20119	*	*	*
SOCIAL SCIENCES-OTHER	+	46	+	22570				15	127	19512	21536	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	21	+	31568				2	123	32250	30434	*	*	*
AGRICULTURAL	+	5	+	30822				+	39	+	30878			
ARCHITECTURAL	+	10	+	32103				3	50	25133	31193	*	*	*
BIOENGINEERING & BIOMEDIC	+	3	+	32867				+	9	+	29567			
CHEMICAL	25	376	37886	37591	39500	38000	36000	197	1352	37868	37381	40200	38100	36000
CIVIL	43	264	29332	29902	36000	29000	22900	209	829	29181	29666	36060	29000	24000
COMPUTER	4	70	31190	33158	*	*	*	16	201	32758	32368	*	*	*
ELECTRICAL/ELECTRONIC	40	537	32792	33298	35000	33000	29000	184	1642	32141	33191	37500	33000	26000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	2	+	$28000				2	6	$29250	$28983	*	*	*
INDUSTRIAL	10	148	$29933	32199	*	*	*	22	414	30703	32299	$33000	$32000	$27252
MECHANICAL	37	567	33619	33881	$38400	$34008	$28250	207	1893	34471	34007	38640	35000	28500
METALLURGICAL	9	35	32233	32473	*	*	*	51	151	33476	33400	34800	33500	32400
MINING (INCL GEOLOGICAL)	6	9	33267	32889	*	*	*	24	48	32168	31504	34500	33200	28000
NUCLEAR	2	6	33500	32733	*	*	*	2	21	33500	32447	*	*	*
PETROLEUM	17	27	40854	40090	*	*	*	76	181	40304	38972	43000	40500	37500
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	1	47	30129	34088	*	*	*	31	180	29255	29697	33600	29100	25000
INDUSTRIAL TECHNOLOGY	+	17	+	30004				2	35	27000	28645	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	3	19	22951	25019	*	*	*	25	74	21112	23145	26000	21000	16800
ANIMAL SCIENCES	1	2	19000	33500	*	*	*	6	29	22500	22557	*	*	*
PLANT SCIENCES	2	3	18200	18467	*	*	*	5	15	17723	20140	*	*	*
NATURAL RESOURCES	1	2	12000	19500	*	*	*	1	12	12000	20588	*	*	*
OTHER AGRICULTURAL SCIENC	2	10	25100	22970	*	*	*	14	37	25096	24158	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	9	220	29749	31122	*	*	*	70	762	31130	30680	36000	32760	24000
COMPUTER PROGRAMMING	+	16	+	26392				+	35	+	27216			
INFORMATION SCIENCES & SY	1	58	27000	30187	*	*	*	15	200	26997	29344	*	*	*
SYSTEMS ANALYSIS	+	2	+	33450				1	8	18600	27433	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	+	96	+	30809				4	155	23363	29654	*	*	*
HEALTH SCIENCES	+	9	+	22279				12	41	20998	20941	*	*	*
NURSING	+	161	+	32000				9	250	23100	30801	*	*	*
PHARMACY	7	28	39637	39082	*	*	*	7	56	39637	39439	*	*	*
SCIENCES														
ACTUARIAL	+	20	+	33708				+	26	+	32309			
ARCHITECTURAL & ENVIRONME	+	2	+	36500				1	18	26400	27578	*	*	*
BIOLOGICAL	+	13	+	24672				8	61	21100	21457	*	*	*
CHEMISTRY	+	29	+	25951				4	80	27175	27108	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	2	+	30000				11	27	27982	28380	*	*	*
MATHEMATICS	2	66	23007	28995	*	*	*	16	162	26918	27978	*	*	*
PHYSICS	1	6	32400	27207	*	*	*	4	21	35280	28530	*	*	*
OTHER PHYSICAL & EARTH SC	+	2	+	32520				3	7	21600	25084	*	*	*
POLYMER SCIENCE	+	1	+	32600				+	3	+	34367			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	361	5492						2003	17694					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	36	407	$24064	$26828	$26496	$24500	$21000	210	2044	$25198	$27158	$29000	$25350	$21023
ACCOUNTING (PRIVATE)	18	239	25615	25752	*	*	*	60	775	24360	25180	29232	26000	16000
COMMERCIAL BANKING (CNSMR	1	46	18000	21336	*	*	*	5	107	18000	21970	*	*	*
COMMERCIAL BANKING (LENDG	2	52	18604	23366	*	*	*	6	137	20035	23780	*	*	*
INVESTMT BANKING (CORP FN	2	20	22640	30614	*	*	*	7	43	24397	29041	*	*	*
INVESTMT BANKNG (M & A)	+	3	+	32000				1	5	24000	30600	*	*	*
INVESTMT BANKG (REAL EST)	2	2	27500	27500	*	*	*	2	6	27500	21750	*	*	*
INVESTMT BANKG (SALES & T	+	9	+	27067				3	26	18000	24777	*	*	*
FINANCIAL/TREASURY ANALYS	1	128	23000	27735	*	*	*	43	404	26335	27443	32000	26400	22000
PORTFOLIO MGMT/BROKERAGE	1	23	18000	27209	*	*	*	6	50	20310	25137	*	*	*
UNDERWRITING	3	36	23507	24585	*	*	*	13	139	24269	24433	*	*	*
INSURANCE - CLAIMS	4	39	22750	22997	*	*	*	11	113	23402	22785	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	7	+	22323				1	32	14400	20515	*	*	*
MEDIA PLANNING	+	10	+	18614				1	17	13000	20232	*	*	*
REPORTING	+	9	+	23400				1	22	12480	18422	*	*	*
PRODUCTION	+	15	+	22816				3	55	17493	24295	*	*	*
PUBLIC RELATIONS	2	20	30500	21533	*	*	*	6	54	21717	20463	*	*	*
WRITING / EDITING	1	11	16500	21363	*	*	*	2	38	17250	20671	*	*	*
MARKETING														
ADVERTISING	1	17	21000	23224	*	*	*	8	43	19788	21360	*	*	*
BRAND/PRODUCT MANAGEMENT	1	27	18000	25951	*	*	*	24	125	23128	24443	28000	22502	18000
BUYER/MERCHANDISING	2	122	25500	23710	*	*	*	8	303	24375	23517	*	*	*
DISTRIBUTION	1	10	33540	25106	*	*	*	1	46	33540	26051	*	*	*
MARKET RESEARCH	2	25	20050	25942	*	*	*	5	77	24120	25448	*	*	*
PURCHASING	+	8	+	33440				4	32	22400	27716	*	*	*
SALES	11	350	28109	25667	*	*	*	70	1080	25176	25372	32000	25700	16640
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	7	+	23423				1	32	12000	20765	*	*	*
FINANC,TAXA, MONETARY POL	+	16	+	21026				8	80	21180	22655	*	*	*
ECONOMIC PROGRAMS	1	10	22000	21486	*	*	*	3	17	22864	21721	*	*	*
LAW ENFORCEMENT	+	25	+	23342				+	59	+	23076			
MILITARY	1	25	26000	23440	*	*	*	3	55	25333	23685	*	*	*
NATIONAL SECURITY	+	1	+	27000				4	9	19150	20956	*	*	*
URBAN / REGIONAL PLANNING	+	2	+	19500				2	10	20153	19183	*	*	*
ENGINEERING														
BIOENGINEERING	+	3	+	30200				+	9	+	27622			
DESIGN / CONSTRUCT	31	281	29130	30892	34008	30000	22800	138	877	29585	30766	37100	29800	23000
ENVIRONMENTAL/SANITATION	3	56	28271	31853	*	*	*	9	159	28819	30989	*	*	*
MANUFACTURING/INDUSTRIAL	17	264	31354	34018	*	*	*	54	980	33564	33930	38500	33700	28080
SYSTEMS / PROGRAMMING	4	74	30997	32300	*	*	*	20	241	31973	32238	37500	33036	25000
POWER SYSTEMS	5	83	32037	33351	*	*	*	27	233	32917	33217	37800	33000	27500
SOFTWARE DESIGN & DEVELOP	1	77	33009	33724	*	*	*	12	206	32184	32869	*	*	*
HARDWARE DESIGN & DEVELOP	6	51	34307	34041	*	*	*	30	191	32969	33709	37200	34188	27000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	1	93	$35000	$34602	*	*	*	12	328	$33192	$34268	*	*	*
TESTING	1	38	30300	30612	*	*	*	10	145	26836	30692	*	*	*
PROCESS ENGINEERING	17	267	36526	37737	*	*	*	165	1072	37713	37658	$40200	$38280	$34500
PROJECT ENGINEERING	59	341	35312	34080	$41500	$35000	$29000	317	1113	35103	34092	41000	35500	29000
OTHER ENGINEERING	48	494	33884	33341	39500	33370	29000	248	1480	32078	32821	38500	32450	26000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	7	+	19789				2	28	18940	23074	*	*	*
INDUSTRIAL HYGIENE	+	3	+	24233				+	5	+	24106			
MEDICAL TECHNOLOGY	+	14	+	27564				3	44	25983	24765	*	*	*
NURSES / PERSONAL CARE	+	160	+	31947				9	245	23100	30640	*	*	*
OCCUPATIONAL THERAPY	+	20	+	29412				1	38	22000	29627	*	*	*
PHARMACIST	7	28	39637	39082	*	*	*	7	57	39637	39213	*	*	*
PHYSICAL THERAPY	+	20	+	31630				1	24	29000	29532	*	*	*
RESPIRATORY THERAPY	+	1	+	27600				+	5	+	32651			
OTHER HEALTH RELATED	1	62	21500	29176	*	*	*	12	123	20290	26394	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	14	+	19138				1	34	18000	20069	*	*	*
COUNSELING	+	17	+	17866				9	62	16362	17107	*	*	*
FUNDRAISING / DEVELOPMENT	+	3	+	18500				1	4	15240	17685	*	*	*
SOCIAL WORK	+	16	+	18278				4	55	15375	17470	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	6	151	32283	28899	*	*	*	43	576	29596	28799	34800	30300	24000
INFORMATION SYSTEMS	2	75	17995	30816	*	*	*	20	253	24765	29911	34200	22000	18990
SYSTEMS ANALYSIS & DESIGN	2	95	28600	30889	*	*	*	39	344	29522	30178	36000	29000	25000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	29	+	32700				+	50	+	32220			
AGRICULTURE/NAT'L RESOURC	5	13	17480	20954	*	*	*	32	91	22168	21863	28000	20000	15600
ARCHITECTURE	+	2	+	36500				1	10	26400	28290	*	*	*
CONSULTING	3	183	31400	29328	*	*	*	11	491	26627	29214	*	*	*
HUMAN RESRCS /INDUS RELS	5	31	22005	25484	*	*	*	7	95	21775	23651	*	*	*
MANAGEMENT TRAINEE	39	547	22159	22823	25000	21700	18480	161	1354	21644	22764	26000	21700	18000
MATH/STATISTICIANS	2	10	23007	23959	*	*	*	5	33	24549	23647	*	*	*
PARALEGAL	+	16	+	21706				+	25	+	20592			
RESEARCHERS NON-TECHNICAL	+	6	+	21157				1	13	21000	22612	*	*	*
RESEARCHERS - TECHNICAL	+	17	+	27590				1	43	24000	28678	*	*	*
TEACHING	3	109	20100	20291	*	*	*	68	523	19461	20475	23975	19334	15000
TOTALS	361	5492						2003	17694					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

RMCPA REGIONAL Report No. 5 JULY 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	2	57	$24450	$30961	*	*	*	39	239	$27772	$31257	$32500	$28000	$22000
MBA--NON-TECH	6	107	28917	33959	*	*	*	67	362	38424	35225	55000	36000	28500
MBA--TECH	2	20	41500	38099	*	*	*	7	79	35100	39402	*	*	*
MS-BUSINESS	+	18	+	40982				1	39	40000	42121	*	*	*
ECONOMICS & FINANCE (BANK	+	88	+	38966				2	235	40500	41841	*	*	*
HUMAN RESOURCES (INCL LAB	+	21	+	39090				2	53	21500	38700	*	*	*
MANAGEMENT INFORMATION SY	+	17	+	36666				4	33	33500	35820	*	*	*
MARKETING/MKTNG MGT (RESE	+	41	+	40678				+	141	+	43503			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				4	4	33250	33250	*	*	*
COMMUNICATIONS	+	2	+	34900				4	8	25250	29320	*	*	*
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	20000				+	16	+	23926			
ELEMENTARY EDUCATION	+	2	+	25500				+	29	+	24354			
PHYSICAL EDUCATION	+	2	+	24250				+	7	+	23286			
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	4	+	23784				+	14	+	23764			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	16650			
LETTERS	+	3	+	29394				1	7	13500	26026	*	*	*
VISUAL & PERFORMING ARTS	+	3	+	23967				+	5	+	22845			
HUMANITIES - OTHER	+	5	+	33968				+	9	+	32760			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	1	+	22145				+	1	+	22145			
PSYCHOLOGY	+	2	+	19500				+	12	+	23209			
SOCIOLOGY	+	+	+	+				+	3	+	24267			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	13	+	30853			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	4	+	35970				1	15	36500	35934	*	*	*
AGRICULTURAL	+	1	+	35400				+	3	+	30800			
BIOENGINEERING & BIOMEDIC	+	1	+	27950				+	3	+	31150			
CHEMICAL	2	24	43500	41462	*	*	*	6	68	40907	40352	*	*	*

continued

RMCPA REGIONAL Report No. 5 JULY 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	2	39	$34000	$35077	*	*	*	2	112	$34000	$34912	*	*	*
COMPUTER	2	11	45000	38264	*	*	*	2	18	45000	39297	*	*	*
ELECTRICAL/ELECTRONIC	1	55	33000	39012	*	*	*	4	173	36550	38658	*	*	*
INDUSTRIAL	+	11	+	38253				+	32	+	36989			
MECHANICAL	1	51	38000	36980	*	*	*	18	165	35269	37856	*	*	*
METALLURGICAL	2	5	36000	37552	*	*	*	11	24	37727	37917	*	*	*
MINING & MINERAL	+	+	+	+				2	14	42400	35007	*	*	*
NUCLEAR	+	5	+	39048				+	7	+	38691			
PETROLEUM	+	4	+	47150				16	31	42848	44097	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	5	+	34147				+	9	+	28291			
HEALTH SCIENCES	1	3	18720	24240	*	*	*	1	17	18720	25895	*	*	*
NURSING	+	4	+	55500				+	4	+	55500			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	1	+	30000				+	7	+	26671			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	1	+	28080			
BIOLOGICAL	+	2	+	26000				+	5	+	24012			
CHEMISTRY	+	6	+	36657				+	13	+	34411			
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	57	21000	38404	*	*	*	6	137	32117	37710	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	1	4	43200	38755	*	*	*	20	34	38255	37134	$43200	$39400	$33000
MATHEMATICS (INCL ACTUARI	+	6	+	30334				2	18	32500	29206	*	*	*
PHYSICS	+	+	+	+				1	3	28000	27219	*	*	*
POLYMER	+	2	+	34980				+	2	+	34980			
TOTALS	23	695						223	2229					

Master's Degree Candidates - Experience [1]

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	60	+	$41173				18	184	$39338	$44328	*	*	*
MBA--TECH	1	26	$27000	49085	*	*	*	1	71	27000	48762	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	1	97	34000	48008	*	*	*	26	300	36388	48622	$44000	$39250	$31000
MBA--TECH	+	58	+	53184				2	161	38850	52801	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	8	264	37013	52026	*	*	*	24	407	43771	50782	60000	41750	34800
MBA--TECH	3	117	45079	54295	*	*	*	4	196	42910	53706	*	*	*
TOTALS	13	622						75	1319					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	16	+	$59894				+	26	+	$58458			
ECONOMICS	+	2	+	43000				+	2	+	43000			
EDUCATION														
EDUCATION ADMINISTRATION	+	6	+	43417				+	11	+	40597			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	45000				+	3	+	36667			
FOREIGN LANGUAGES	+	+	+	+				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	4	+	38250				1	9	$52700	45078	*	*	*
SOCIOLOGY	+	1	+	40000				+	1	+	40000			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				2	3	42000	46027	*	*	*
CHEMICAL	3	47	$55467	53612	*	*	*	5	75	51480	53114	*	*	*
CIVIL	+	+	+	+				2	6	39498	41499	*	*	*
COMPUTER	+	3	+	55833				+	5	+	54400			
ELECTRICAL/ELECTRONIC	3	17	49164	56414	*	*	*	3	29	49164	56164	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	7	+	44883				+	12	+	46196			
METALLURGICAL	+	5	+	51212				2	18	45000	48739	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	3	+	46183				+	4	+	43638			
BIOLOGICAL	+	2	+	33125				+	6	+	31800			
CHEMISTRY	+	15	+	48665				2	[illegible]	[illegible]700	48608	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	1	+	46000				8	10	54913	52184	*	*	*
MATHEMATICS	+	+	+	+				2	6	35750	38483	*	*	*
PHYSICS	+	3	+	38100				+	5	+	38860			
POLYMER	+	1	+	52500				+	6	+	48417			
TOTALS	6	134						27	307					

' Percentiles are computed on regional data
* Not computed for fewer than 30 offers
+ No offers reported

AVERAGE SALARY OFFERS JULY 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	25296 198 39500/21500	29232 1		23750 4		25000 1	21800 2		40000 1
BUSINESS ADMIN (INCL MGMT	24500 2			18900 2	16250 2	20250 4	24400 2		
ECONOM & FINANCE (BANKING	25825 4	23760 2		21565 15	22140 2	33125 4	25700 3	28160 5	15996 1
MANAGEMENT INFO SYSTEMS	25000 1						25000 1		
MARKETING/MARK MGMT (RESR		24000 1		17133 3	21736 3	23500 2	23500 2		
COMMUNICATIONS								15000 1	
JOURNALISM						12480 1			
TELECOMMUN/BROADCASTING						12480 1			
FOREIGN LANGUAGES						28500 1			
SOCIAL SCIENCES-OTHER						12000 1			
CHEMICAL								36500 3	35376 5
CIVIL								29283 24 36060/26400	29409 27 36120/27000
COMPUTER							26760 1	29000 1	26000 1
ELECTRICAL/ELECTRONIC					27000 1	31400 4	32401 21 39800/29000	31640 6	29207 3
INDUSTRIAL						33375 1		30167 3	
MECHANICAL							32000 2	31200 5	33186 6
MINING (INCL GEOLOGICAL)								30008 2	31500 1
PETROLEUM									33000 1
ENGINEERING TECHNOLOGY						30000 1	16500 1		32357 6
AGRIBUSINESS				20300 3				18400 2	
COMPUTER SCIENCE							30443 23 40800/24000	28500 2	
INFORMATION SCIENCES & SY							30000 1		
BIOLOGICAL							22000 1		

AVERAGE SALARY OFFERS JULY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
CHEMISTRY								24500 1	36000 1
GEOLOGY & GEOLOGICAL SCI								22900 2	30133 6
MATHEMATICS							18000 1	24000 2	29665 4
PHYSICS							34020 1		

AVERAGE SALARY OFFERS JULY 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING		23000 1		21025 3	25200 1	21257 6			
BUSINESS ADMIN (INCL MGMT	20875 4	13800 1	19800 2	23388 5	18000 1	20786 30 26000/18000			
DISTRIBUTION MANAGEMENT						21000 1			
ECONOM & FINANCE (BANKING	17292 5		24333 3	24943 14		21850 10			
HOTEL/RESTAURANT MGMT.		20100 2	22000 21 22000/22000						
HUMAN RSRCS (incl LABOR R		18500 1		19250 2		22067 3			
MANAGEMENT INFO SYSTEMS				28391 2		23500 3			
MARKETING/MARK MGMT (RESR	20000 1	19900 1	20640 5	23040 5		22206 48 31000/18000			
ADVERTISING						12000 1			
COMMUNICATIONS	15000 1		16800 1	24500 2		22175 14			
ELEMENTARY EDUCATION				18000 1					
HUMAN ECOLOGY (HOME ECONO				24500 1					
TEXTILES & CLOTHING						14000 1			
MERCHANDISING MANAGEMENT						15200 2			
HISTORY						15000 1			
POLITICAL SCIENCE/GOVT	22000 1		20400 1	19200 1		21000 2			
PSYCHOLOGY			18000 1			21930 4			
SOCIAL SCIENCES-OTHER	32000 1	22000 1				20085 4			
INDUSTRIAL				26500 2		32000 1			
MECHANICAL						31250 2			
AGRIBUSINESS						23352 1			
PLANT SCIENCES						15600 1			
INFORMATION SCIENCES & SY	27000 1			29000 2		22867 3			

AVERAGE SALARY OFFERS JULY 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
PHARMACY						39637 7			
BIOLOGICAL						22000 1			

AVERAGE SALARY OFFERS JULY 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			27500 4	27975 4		23200 11	19077 7		24000 1
BUSINESS ADMIN (INCL MGMT	17500 1	25000 1	25250 2		22000 1	21344 6	19267 3	19660 3	
ECONOM & FINANCE (BANKING						23022 7	23012 2		24000 1
HUMAN RSRCS (incl LABOR R						22500 2			
MANAGEMENT INFO SYSTEMS				25380 1					
MARKETING/MARK MGMT (RESR				26000 1		21692 2			
COMMUNICATIONS				24500 1				18000 1	35000 1
JOURNALISM						22154 2			
TELECOMMUN/BROADCASTING						21037 1			
ELEMENTARY EDUCATION					19391 34 30500/15000				
PRE-ELEMENTARY EDUCATION					10000 2				
PHYSICAL EDUCATION					20000 1	16305 1			
SPECIAL EDUCATION					21700 3				17500 1
HUMAN ECOLOGY (HOME ECONO					19700 2				21500 1
FOREIGN LANGUAGES					21234 2				
LETTERS (incl English, Li					20777 4				
VISUAL & PERFORMING ARTS					21302 6	23284 1			
HUMANITIES - OTHER					16400 1				
CRIMINAL JUSTICE						15600 1			
HISTORY					18018 2				
POLITICAL SCIENCE/GOVT					15000 1	26000 1	18000 2		
SOCIOLOGY					17600 1	20112 1	18000 1		
SOCIAL SCIENCES-OTHER					20400 1	16467 3	30000 1		15650 2

AVERAGE SALARY OFFERS JULY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ARCHITECTURAL							22950 2		
CHEMICAL						16973 1			
CIVIL		32133 3	30418 4	34000 1		25568 20 33400/22000	26779 65 38000/23000		
COMPUTER		33000 1				30000 1			
ELECTRICAL/ELECTRONIC		35000 2		32630 12		26506 26 35360/21201			
ENIVRONMENTAL ENGINEERING						35000 1	23500 1		
INDUSTRIAL			27252 1	33000 2		23000 1			
MECHANICAL		33000 1		32938 23 44000/30000		27358 7			
METALLURGICAL						27600 1			
MINING (INCL GEOLOGICAL)				33800 1			24000 1		
ENGINEERING TECHNOLOGY		25000 1				23500 2	26700 1		
AGRIBUSINESS					20065 3	23000 1	20920 2		
PLANT SCIENCES							21013 1		
NATURAL RESOURCES							12000 1		
OTHER AGRICULTURAL SCIENC	12000 1								
COMPUTER SCIENCE		15000 1		31620 2		23488 4			
INFORMATION SCIENCES & SY					18960 1				
SYSTEMS ANALYSIS							18600 1		
ALLIED HEALTH							14500 1	24975 2	29000 1
HEALTH SCIENCES							22500 1	23288 5	19667 3
NURSING								23700 7	20000 1
BIOLOGICAL					19702 2		22000 2	18000 1	
CHEMISTRY					17000 1	31200 1			

AVERAGE SALARY OFFERS JULY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
GEOLOGY & GEOLOGICAL SCI		32000 1					24000 1		
MATHEMATICS					16000 1	22507 2	29809 2		
OTHER PHYSICAL & EARTH SC					18400 2		28000 1		

AVERAGE SALARY OFFERS JULY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING						21600 2	13680 2		29000 1
BUSINESS ADMIN (INCL MGMT					19500 1	25500 1	30250 4	16000 1	
ECONOM & FINANCE (BANKING			24000 2				24000 1		24000 2
MANAGEMENT INFO SYSTEMS							28000 2		
MARKETING/MARK MGMT (RESR								21000 1	32000 1
JOURNALISM	13000 1								
HUMAN ECOLOGY (HOME ECONO			15000 1						
PSYCHOLOGY			14700 1	11000 1					
SOCIOLOGY			12000 1	10000 1					
SOCIAL SCIENCES-OTHER	15240 1								
AEROSPACE & AERONAUTICAL					32250 2				
CHEMICAL						36100 6			38044 47 41000/36000
CIVIL					27000 1			27937 22 31200/26000	38000 2
ELECTRICAL/ELECTRONIC					32475 11		32650 2	27990 2	37157 6
INDUSTRIAL					33000 1	28000 1	28998 2		
MECHANICAL					29526 21 32800/28500	35499 6	33663 6	33000 2	36037 8
METALLURGICAL					31500 1	30000 1	30600 1		33100 1
ENGINEERING TECHNOLOGY					29090 7	33000 1	30300 2	26000 1	
AGRIBUSINESS						21669 13			
ANIMAL SCIENCES						20000 5			
PLANT SCIENCES						17333 3			
OTHER AGRICULTURAL SCIENC						25775 8			
COMPUTER SCIENCE					31187 4	34800 1			36000 1

AVERAGE SALARY OFFERS JULY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
INFORMATION SCIENCES & SY					26000 3				29000 1
HEALTH SCIENCES				15500 2					
NURSING									22000 1
ARCHITECTURAL & ENVIRONME								26400 1	
MATHEMATICS							24000 1		40400 1

AVERAGE SALARY OFFERS JULY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING		28500 1	24000 1						27676 21 31200/26000
BUSINESS ADMIN (INCL MGMT	26000 1		27000 1			22000 1		16000 1	30000 5
ECONOM & FINANCE (BANKING	29500 2	28800 1	28000 1	18000 1					28583 18
MANAGEMENT INFO SYSTEMS	27000 1	34200 1							25000 1
MARKETING/MARK MGMT (RESR	33540 1	20000 1	21717 6	25000 1					28000 3
LETTERS (incl English, Li	16500 1								
POLITICAL SCIENCE/GOVT									22000 1
CHEMICAL		37500 1	34357 7	37500 1	33600 1	28600 1	39500 1		38754 109 42016/36120
CIVIL					29000 1	30777 6			36154 27 39300/33000
COMPUTER	32400 1	34652 5	34200 1						37250 2
ELECTRICAL/ELECTRONIC	32873 12	31749 28 40020/28000	33600 2	37500 1	36765 4	34667 3		31000 1	35097 28 42720/32000
INDUSTRIAL		28080 1	37520 1				31870 2	33000 1	36000 1
MECHANICAL	34600 3	32583 6	27500 1	37500 1	32125 4	28920 2		31800 1	37442 88 42300/33800
METALLURGICAL					33868 35 37200/32700	33344 9			34500 2
MINING (INCL GEOLOGICAL)						32774 19			
NUCLEAR		33500 2							
PETROLEUM									40440 74 46000/37800
ENGINEERING TECHNOLOGY	28596 1	28590 4						31777 1	
INDUSTRIAL TECHNOLOGY			27000 2						
ANIMAL SCIENCES			35000 1						
OTHER AGRICULTURAL SCIENC			26628 5						
COMPUTER SCIENCE	31680 5	32000 1			35400 1				33266 22 39000/29000
INFORMATION SCIENCES &-SY									31800 3

AVERAGE SALARY OFFERS JULY 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BIOLOGICAL		23400 1							
GEOLOGY & GEOLOGICAL SCI									25200 1
MATHEMATICS					25000 1				36000 1
PHYSICS	32400 1	32500 1							42200 1

AVERAGE SALARY OFFERS JULY 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 700 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING	22200 1						19675 4
ECONOM & FINANCE (BANKING			28000 1				24800 2
MARKETING/MARK MGMT (RESR			28000 1				21009 4
ADVERTISING							17000 2
COMMUNICATIONS							28540 5
TEXTILES & CLOTHING					27000 1		
LETTERS (incl English, Li							19000 1
ARCHITECTURAL							29500 1
CHEMICAL	37500 1	37440 1				38007 6	34583 6
CIVIL				28400 2		34900 3	29000 1
COMPUTER						34000 1	31000 1
ELECTRICAL/ELECTRONIC			34260 1		34500 1	37500 1	32033 6
INDUSTRIAL							33000 1
MECHANICAL	35100 1					35938 8	27520 3
PETROLEUM						37500 1	
ENGINEERING TECHNOLOGY						34800 2	
COMPUTER SCIENCE			34250 2			28000 1	
HEALTH SCIENCES							23040 1

AVERAGE SALARY OFFERS JULY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	25297 205 39500/21500	25188 4		21153 24 32000/17500	20284 7	23397 15	24150 10	25967 6	27998 2
BACHELOR - TECHNICAL				20300 3	27000 1	31496 6	30613 52 40800/22000	29240 53 40000/24000	30783 61 39720/27000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	19920 13	19629 7	21559 34 26000/18600	23622 36 30000/18000	21600 2	21424 130 31000/17420			
BACHELOR - TECHNICAL	27000 1			27750 4		31345 16			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	17500 1	25000 1	26750 6	26826 7	19420 61 33000/15000	21765 39 26592/20000	20085 16	19245 4	21900 7
BACHELOR - TECHNICAL	12000 1	30440 10	29785 5	32834 41 44000/30600	18836 10	25952 68 35360/21201	25865 83 38000/22320	23353 15	21600 5

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	14120 2		17940 5	10500 2	19500 1	22900 3	25373 9	18500 2	27250 4
BACHELOR - TECHNICAL				15500 2	30189 51 33508/28000	26562 45 44400/17000	31463 14	28179 28 35000/24000	37291 68 41000/35000

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	27007 6	27875 4	23256 9	21500 2		22000 1		16000 1	28096 49 39600/25000
BACHELOR - TECHNICAL	32612 23 36500/30000	31852 50 40020/27000	31453 20 37520/26000	37500 3	33701 47 38040/32000	32448 40 37500/28000	34413 3	31894 4	37829 359 46000/33400

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	22200 1		28000 2		27000 1		
BACHELOR - TECHNICAL	36300 2	37440 1	34253 3	28400 2	34500 1	35950 23 39504/33600	

AVERAGE SALARY OFFERS JULY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	28167 3	28667 6		41167 9	48218 11	29000 1	33033 6	29500 2	
MBA--TECH								30850 2	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	42333 3			40000 1		26000 2			
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH			40000 1				27000 1		
MBA--TECH							34000 2		46000 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH						31500 2	43000 1		44200 5
MBA--TECH					40000 1				

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH		37400 2	46200 5	35750 4					34500 2
MBA--TECH									30000 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS JULY 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANI	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	25227 204 39500/21500	24589 54 40000/17040	20000 1				27500 2		25483 6
BUSINESS ADMIN (INCL MGMT	21400 2	16000 1	14800 1	13500 1	24000 1			12000 1	21517 6
ECONOM & FINANCE (BANKING	25625 4	23455 4	18400 3	24000 3	24956 5	24000 1		27000 1	27608 24 34000/24000
MARKETING/MARK MGMT (RESR		24000 1		13208 1					25000 2
COMMUNICATIONS								15000 1	
POLITICAL SCIENCE/GOVT					22000 1				22000 1
AGRIBUSINESS				21500 1					18000 1
COMPUTER SCIENCE									32600 3

AVERAGE SALARY OFFERS JULY 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING	25000 1	21580 1	18000 1						
BUSINESS ADMIN (INCL MGMT	18000 1	21313 3	23000 1				16000 1	16000 1	18000 1
ECONOM & FINANCE (BANKING	15620 3	26756 5	23484 5				24000 1	22000 2	
MARKETING/MARK MGMT (RESR		24067 3	24750 2						
COMMUNICATIONS		24000 1	25000 1					26750 2	
JOURNALISM					13000 1	12480 1			
TELECOMMUN/BROADCASTING							12480 1		
HUMAN ECOLOGY (HOME ECONO			24500 1						
LETTERS (incl English, Li									16500 1
SOCIAL SCIENCES-OTHER	32000 1			14400 1					
AGRIBUSINESS								16800 1	

AVERAGE SALARY OFFERS JULY 1991 RMCPA R
BY CURRICULUM/FUNCTION CUMULATIV

IONAL CUMULATIVE REPORT
PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	AND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									16800 1
BUSINESS ADMIN (INCL MGMT	20900 2	4188 10	25500 1		25000 1	24800 2	22750 4		20300 1
ECONOM & FINANCE (BANKING		1750 4	15996 1				27527 11		22426 3
MARKETING/MARK MGMT (RESR	20250 2	1500 4	25000 4	33540 1	22867 3		23808 29 32000/15500		
ADVERTISING	17000 2	2000 1							
COMMUNICATIONS	30000 1					20000 2	26273 9		
JOURNALISM		3284 1							21023 1
TELECOMMUN/BROADCASTING									21037 1
ELEMENTARY EDUCATION							18000 1		
TEXTILES & CLOTHING					27000 1				
POLITICAL SCIENCE/GOVT		0400 1					19200 1	12000 1	
PSYCHOLOGY							17420 1		
SOCIAL SCIENCES-OTHER	12000 1		28000 1				16640 1		
CIVIL							28955 4		
ELECTRICAL/ELECTRONIC							36000 1		
INDUSTRIAL		3000 1							
MECHANICAL		8500 1					35500 3		
METALLURGICAL							34068 1		
AGRIBUSINESS			25500 1						23000 1
ANIMAL SCIENCES							26000 1		
OTHER AGRICULTURAL SCIENC		3004 1					15000 2		
BIOLOGICAL							22000 1		

AVERAGE SALARY OFFERS JULY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
ACCOUNTING			26000 1						
BUSINESS ADMIN (INCL MGMT	20000 1								
ECONOM & FINANCE (BANKING	24296 2								
PHYSICAL EDUCATION					16305 1				
CRIMINAL JUSTICE				15600 1					
POLITICAL SCIENCE/GOVT				26000 1					
SOCIAL SCIENCES-OTHER				17500 2					
ARCHITECTURAL							22950 2		
CHEMICAL							37600 2		37922 13
CIVIL			24000 1				28169 89 38000/22900	28271 3	
ELECTRICAL/ELECTRONIC							30231 18	33000 1	33702 5
ENIVRONMENTAL ENGINEERING								35000 1	
INDUSTRIAL								31740 1	29142 6
MECHANICAL			26000 1				34016 25 44400/29000	31800 1	32696 22 42000/29500
METALLURGICAL									35200 3
MINING (INCL GEOLOGICAL)							33300 1	26016 1	35040 1
ENGINEERING TECHNOLOGY							26700 1		29032 4
CHEMISTRY								17000 1	
GEOLOGY & GEOLOGICAL SCI					24000 1				

AVERAGE SALARY OFFERS JULY 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULAT'VE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average. 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	28800 1								19500 1
ECONOM & FINANCE (BANKING									29100 1
MANAGEMENT INFO SYSTEMS	25000 3								
AEROSPACE & AERONAUTICAL									32250 2
ARCHITECTURAL									29500 1
CHEMICAL					37800 2	24000 1	38163 145 42016/36000	36810 14	37156 20 41000/34000
CIVIL		27087 1					38000 1	32540 46 38000/28000	28206 62 40000/24167
COMPUTER	26760 1		33575 4	34723 7					31333 3
ELECTRICAL/ELECTRONIC	33636 11	33469 18	32680 5	32934 18	35000 5	30150 2	36500 2	31383 30 38500/22000	32153 63 42720/26252
ENIVRONMENTAL ENGINEERING					23500 1				
INDUSTRIAL								32000 3	30411 7
MECHANICAL	33900 1	32369 7		30700 3	33400 3	28500 2	35187 6	35292 72 42300/30000	35185 60 44000/29000
METALLURGICAL							32833 9	33476 38 37200/32400	
MINING (INCL GEOLOGICAL)								32270 21 37500/30000	
NUCLEAR									33500 2
PETROLEUM								40304 76 46000/37500	
ENGINEERING TECHNOLOGY				28596 1		25640 4		28967 6	31223 14
OTHER AGRICULTURAL SCIENC									27067 3
COMPUTER SCIENCE	35000 3	32640 1	29503 3				35400 1	34500 1	27500 2
BIOLOGICAL					24000 1				
CHEMISTRY						24500 1	36000 1	31200 1	
GEOLOGY & GEOLOGICAL SCI								30543 7	
MATHEMATICS								28500 1	34092 5

AVERAGE SALARY OFFERS JULY 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
PHYSICS				32500 1				42200 1	33210 2

AVERAGE SALARY OFFERS JULY 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	22880 1				22000 1				
HUMAN ECOLOGY (HOME ECONO	15000 1								21500 1
PSYCHOLOGY									11000 1
ALLIED HEALTH			31950 1				29000 1		18000 1
HEALTH SCIENCES			23000 2						21873 8
NURSING				23100 9					
PHARMACY						39637 7			
BIOLOGICAL									18000 1

AVERAGE SALARY OFFERS JULY 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	YSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING						20000 1			24000 2
BUSINESS ADMIN (INCL MGMT	18000 1			16000 1		23500 3	27398 3		
ECONOM & FINANCE (BANKING					26967 3	30000 1			
MANAGEMENT INFO SYSTEMS					26190 2	34200 1	28167 3		
ELEMENTARY EDUCATION		13350 1							
SPECIAL EDUCATION		17500 1							
FOREIGN LANGUAGES					28500 1				
POLITICAL SCIENCE/GOVT		19500 2							
SOCIOLOGY		15028 4							
SOCIAL SCIENCES-OTHER		17300 1	15240 1						30000 1
COMPUTER							26000 1		
ELECTRICAL/ELECTRONIC					14100 1		27667 3		
ENGINEERING TECHNOLOGY						22000 1			
AGRIBUSINESS									21689 14
ANIMAL SCIENCES									22500 4
PLANT SCIENCES									16900 4
NATURAL RESOURCES									12000 1
OTHER AGRICULTURAL SCIENC									27534 4
COMPUTER SCIENCE					31574 31 40800/27600	25598 5	31172 20 37992/25200		
INFORMATION SCIENCES & SY					22980 2	25100 6	29771 7		
SYSTEMS ANALYSIS							18600 1		
ALLIED HEALTH				14500 1					
HEALTH SCIENCES				15500 2					

AVERAGE SALARY OFFERS JULY 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BIOLOGICAL						22000 1			20000 1
GEOLOGY & GEOLOGICAL SCI							25200 1		
MATHEMATICS					24000 3	18000 1			
OTHER PHYSICAL & EARTH SC									28000 1

AVERAGE SALARY OFFERS JULY 1991 RMCPA REGIOONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PEERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				23900 3					
BUSINESS ADMIN (INCL MGMT				22008 31 39600/18000			21000 1		22000 1
DISTRIBUTION MANAGEMENT				21000 1					
ECONOM & FINANCE (BANKING		263333 3	23012 2	22033 17					
HOTEL/RESTAURANT MGMT.				21835 23 22200/22000					
HUMAN RSRCS (incl LABOR R			23250 2	20283 6					
MANAGEMENT INFO SYSTEMS				24695 4					
MARKETING/MARK MGMT (RESR		27500 1	17500 1	20849 39 30000/18000					
COMMUNICATIONS		15000 1		20833 9					19574 33 30500/16100
ELEMENTARY EDUCATION									10000 2
PRE-ELEMENTARY EDUCATION									20000 1
PHYSICAL EDUCATION									21700 3
SPECIAL EDUCATION									19700 2
HUMAN ECOLOGY (HOME ECONO				14000 1					
TEXTILES & CLOTHING				15200 2					
MERCHANDISING MANAGEMENT									21234 2
FOREIGN LANGUAGES			19000 1						20777 4
LETTERS (incl English, Li				23284 1					21302 6
VISUAL & PERFORMING ARTS									16400 1
HUMANITIES - OTHER				15000 1					18018 2
HISTORY				21000 2					
POLITICAL SCIENCE/GOVT				22075 4					14700 1
PSYCHOLOGY									

AVERAGE SALARY OFFERS JULY 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
SOCIOLOGY									17600 1
SOCIAL SCIENCES-OTHER				17925 4					20400 1
CIVIL		28200 2							
ELECTRICAL/ELECTRONIC		31200 1							
INDUSTRIAL		31500 2		31998 2					
INDUSTRIAL TECHNOLOGY				27000 2					20065 3
AGRIBUSINESS				19717 3					
ANIMAL SCIENCES				19000 1					
PLANT SCIENCES					21013 1				
OTHER AGRICULTURAL SCIENC				26750 4					
ARCHITECTURAL & ENVIRONME	26400 1								19702 2
BIOLOGICAL			23400 1						
GEOLOGY & GEOLOGICAL SCI		20800 1		24000 1					
MATHEMATICS					25433 4			24000 1	16000 1
OTHER PHYSICAL & EARTH SC									18400 2

AVERAGE SALARY OFFERS JULY 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	25198 210 39500/21023	24360 60 40000/16000	18000 5	19742 5	24397 7	24000 1	27500 2	18000 3	26067 39 34000/22000
BACHELOR - TECHNICAL				21500 1					28950 4

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	20310 6	24269 13	23402 11	14400 1	13000 1	12480 1	17493 3	22700 5	17250 2
BACHELOR - TECHNICAL								16800 1	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	19788 8	22408 21 42000/18000	24214 7	33540 1	24120 5	22400 4	24420 57 45000/16640	12000 1	20920 7
BACHELOR - TECHNICAL		28168 3	25500 1				28491 13		23000 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	22864 3		26000 1	19150 4	16305 1				
BACHELOR - TECHNICAL			25000 2		24000 1		29585 138 44400/23000	28819 9	33564 54 42000/28080

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	25950 4								
BACHELOR - TECHNICAL	33479 16	32917 27 39000/27500	32184 12	32969 30 38500/27000	33192 12	26836 10	37713 165 42016/34500	35103 317 46000/29000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	18940 2				22000 1				
BACHELOR - TECHNICAL			25983 3	23100 9		39637 7	29000 1		

AVERAGE SALARY OFFERS JULY 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	18000 1	16362 9	15240 1	16000 1	26963 6	25783 6	27783 6		26000 3
BACHELOR - TECHNICAL				15167 3	30023 37 40800/24000	24328 14	29838 33 37992/25200		21772 29 35000/15600

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		24300 5	21504 6	21334 148 39600/18000			21000 1		19516 60 33000/15000
BACHELOR - TECHNICAL	26400 1	28567 6	23400 1	25165 13	24549 5			24000 1	19050 8

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 6 September 1991

ROCKY MOUNTAIN REGION (RMCPA)

American Graduate School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Kearney State University
Montana State University
University of Montana
University of Nebraska - Lincoln
University of Nebraska - Omaha
New Mexico Institute of M Mining & Technology
New Mexico State Univers sity
University of New Mexico
Northern Arizona Universi ity
University of Northern Co olorado
Peru State College
South Dakota School of M Mines
University of South Dakot ta - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Rocky Mountain** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (June 5, 1991 through August 9, 1991) and cumulatively (September 1, 1990, and August 9, 1991).

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/91 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	45	834	$24429	$26777	$28000	$24000	$18000	323	3608	$24917	$26642	$29232	$25200	$20000
BUSINESS ADMIN (INCL MGMT	33	572	23836	24700	30000	24000	17000	121	1538	22429	24019	29500	22000	16000
DISTRIBUTION MANAGEMENT	1	10	26500	26335	*	*	*	2	28	23750	27081	*	*	*
ECONOM & FINANCE (BANKING	39	482	24903	25575	31800	25500	18000	148	1720	24733	25819	31000	24900	18000
HOTEL/RESTAURANT MGMT.	3	31	21933	21577	*	*	*	26	149	21846	21220	22000	22000	22000
HUMAN RSRCS (incl LABOR R	1	31	20000	23052	*	*	*	9	124	20911	23812	*	*	*
MANAGEMENT INFO SYSTEMS	17	97	28519	27656	*	*	*	30	419	27656	28237	32400	28391	23304
MARKETING/MARK MGMT (RESR	69	393	23779	23330	28500	24000	16000	162	1473	23005	23713	28000	22900	18000
REAL ESTATE	1	5	20000	23000	*	*	*	1	12	20000	21693	*	*	*
COMMUNICATIONS														
ADVERTISING	2	38	21492	20985	*	*	*	5	89	17797	21490	*	*	*
COMMUNICATIONS	13	116	20585	21495	*	*	*	40	309	22351	21852	26000	22000	16000
JOURNALISM	3	44	17500	18031	*	*	*	7	147	17470	19821	*	*	*
TELECOMMUN/BROADCASTING	+	19	+	19400				2	71	16759	22321	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	25	238	18983	18733	23000	19000	14300	60	511	19198	19439	23975	19000	13350
PRE-ELEMENTARY EDUCATION	+	11	+	17063				2	41	10000	16724	*	*	*
PHYSICAL EDUCATION	3	17	18700	21540	*	*	*	5	46	18481	20137	*	*	*
SPECIAL EDUCATION	1	41	22273	20454	*	*	*	5	91	20975	21536	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	1	5	15000	17762	*	*	*	6	32	19233	20628	*	*	*
TEXTILES & CLOTHING	2	33	18996	20269	*	*	*	4	115	19748	20940	*	*	*
MERCHANDISING MANAGEMENT	+	5	+	20532				2	49	15200	20967	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	7	33	26714	21405	*	*	*	10	69	25797	21526	*	*	*
LETTERS (incl English, Li	7	97	20387	22444	*	*	*	13	208	20101	21937	*	*	*
VISUAL & PERFORMING ARTS	6	42	19298	20315	*	*	*	13	105	20529	19913	*	*	*
HUMANITIES - OTHER	1	39	10000	25081	*	*	*	2	119	13200	23567	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	1	20	18000	24446	*	*	*	2	78	16800	22280	*	*	*
HISTORY	1	46	15800	23408	*	*	*	4	116	16709	23441	*	*	*
POLITICAL SCIENCE/GOVT	12	87	20708	23537	*	*	*	22	218	20505	23252	24000	21500	15000
PSYCHOLOGY	4	81	24123	20519	*	*	*	11	232	20719	20541	*	*	*
SOCIOLOGY	1	31	10000	21065	*	*	*	6	94	14619	20431	*	*	*
SOCIAL SCIENCES-OTHER	11	50	20015	20966	*	*	*	26	177	19725	21375	27996	18402	14400
ENGINEERING														
AEROSPACE & AERONAUTICAL	13	45	32174	31302	*	*	*	15	168	32184	30667	*	*	*
AGRICULTURAL	+	6	+	26161				+	45	+	30249			
ARCHITECTURAL	1	17	28000	28049	*	*	*	4	67	25850	30396	*	*	*
BIOENGINEERING & BIOMEDIC	+	2	+	34100				+	11	+	30391			
CHEMICAL	49	303	38351	37989	40692	39000	34764	246	1655	37964	37492	40692	38190	35500
CIVIL	40	257	27584	29634	34992	26750	23313	249	1086	28924	29658	36000	28600	23567
COMPUTER	12	42	33108	31860	*	*	*	28	243	32908	32280	36000	33450	29000
ELECTRICAL/ELECTRONIC	56	501	32888	33191	36000	33000	27996	240	2141	32316	33190	37500	33000	26200

continued

R 1991

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

RMCPA REGIONAL Report No. 6 SEPTEMBE

(Data Combined for Men and Women)

IM PERIOD 6/5/91 THROUGH 8/9/91

CUMULATIVE PERIOD 9/1/91 THROUGH 8/9/91

INTE	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	5	+	$25317				2	11	$29250	$27317	*	*	*
INDUSTRIAL	4	131	$29031	31597	*	*	*	26	545	30446	32131	$33375	$31870	$25992
MECHANICAL	72	538	32692	33971	$37000	$32748	$28500	279	2431	34012	33999	38500	34008	28500
METALLURGICAL	2	26	32100	32810	*	*	*	53	177	33424	33314	34800	33500	32000
MINING (INCL GEOLOGICAL)	5	29	29100	32126	*	*	*	29	77	31639	31738	34500	33000	27500
NUCLEAR	+	12	+	31699				2	33	33500	32175	*	*	*
PETROLEUM	4	17	38975	37924	*	*	*	80	198	40237	38882	43000	40350	37500
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	23	174	28423	30513	31200	28992	24000	54	354	28900	30098	34800	29000	24000
INDUSTRIAL TECHNOLOGY	23	41	30322	28197	31992	30000	28992	25	76	30056	28403	31992	30000	28992
AGRICULTURAL & NATURAL RESC		**URCES**												
AGRIBUSINESS	2	36	19500	24387	*	*	*	27	110	20992	23552	26000	21000	16800
ANIMAL SCIENCES	5	9	19440	19578	*	*	*	11	38	21109	21851	*	*	*
PLANT SCIENCES	4	9	18948	23659	*	*	*	9	24	18267	21459	*	*	*
NATURAL RESOURCES	1	8	32000	22472	*	*	*	2	20	22000	21342	*	*	*
OTHER AGRICULTURAL SCIENC	+	18	+	22742				14	55	25096	23694	*	*	*
COMPUTER SCIENCE		331	30820	30732	35400	30996	24000	153	1093	30962	30696	36000	31992	24000
COMPUTER SCIENCE	83	6	+	26500				+	41	+	27111			
COMPUTER PROGRAMMING	+	22	27750	28066	*	*	*	17	222	27086	29218	*	*	*
INFORMATION SCIENCES & SY	2	9	33000	27599	*	*	*	2	17	25800	27521	*	*	*
SYSTEMS ANALYSIS	1													
HEALTH SCIENCES		22	25300	27957	*	*	*	6	177	24008	29443	*	*	*
ALLIED HEALTH	2	9	20000	26056	*	*	*	14	50	20856	21861	*	*	*
HEALTH SCIENCES	2	142	+	27476				9	392	23100	29596	*	*	*
NURSING	+	68	34507	39611	*	*	*	21	124	36217	39533	42500	42120	26000
PHARMACY	14													
SCIENCES		10	+	29008				+	36	+	31392			
ACTUARIAL	+	11	+	23464				1	29	26400	26017	*	*	*
ARCHITECTURAL & ENVIRONME	+	29	13222	22887	*	*	*	11	90	18952	21917	*	*	*
BIOLOGICAL	3	24	19642	25927	*	*	*	7	104	23946	26836	*	*	*
CHEMISTRY	3	6	22667	28837	*	*	*	14	33	26843	28463	*	*	*
GEOLOGY & GEOLOGICAL SCI	3	87	19486	26238	*	*	*	30	249	23450	27370	30160	24000	16339
MATHEMATICS	14	29	24700	29732	*	*	*	9	50	29402	29227	*	*	*
PHYSICS	5	9	15817	23406	*	*	*	6	16	18709	24140	*	*	*
OTHER PHYSICAL & EARTH SC	3	+	+	+				+	3	+	34367			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+													
TOTALS	761	6590						2764	24279					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	11	653	$25490	$27522	*	*	*	221	2697	$25212	$27246	$29000	$25200	$21000
ACCOUNTING (PRIVATE)	28	226	23797	24600	$27000	$24000	$18500	88	1001	24181	25049	29000	25100	17000
COMMERCIAL BANKING (CNSMR	1	58	18000	23217	*	*	*	6	165	18000	22408	*	*	*
COMMERCIAL BANKING (LENDG	5	65	16140	23338	*	*	*	11	202	18264	23638	*	*	*
INVESTMT BANKING (CORP FN	3	25	27218	29594	*	*	*	10	68	25244	29245	*	*	*
INVESTMT BANKNG (M & A)	+	3	+	24980				1	8	24000	28493	*	*	*
INVESTMT BANKG (REAL EST)	+	6	+	23107				2	12	27500	22428	*	*	*
INVESTMT BANKG (SALES & T	3	20	23067	23612	*	*	*	6	46	20533	24270	*	*	*
FINANCIAL/TREASURY ANALYS	13	140	25791	26439	*	*	*	56	544	26209	27184	31800	26700	21655
PORTFOLIO MGMT/BROKERAGE	+	15	+	23987				6	65	20310	24872	*	*	*
UNDERWRITING	6	61	29753	25246	*	*	*	19	200	26001	24681	*	*	*
INSURANCE - CLAIMS	3	66	23333	23773	*	*	*	14	179	23387	23149	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	22	+	21951				1	54	14400	21100	*	*	*
MEDIA PLANNING	2	13	30000	22155	*	*	*	3	30	24333	21065	*	*	*
REPORTING	+	10	+	15600				1	32	12480	17540	*	*	*
PRODUCTION	+	43	+	29100				3	98	17493	26403	*	*	*
PUBLIC RELATIONS	1	32	13500	21669	*	*	*	7	86	20543	20912	*	*	*
WRITING / EDITING	3	25	24833	20773	*	*	*	5	63	21800	20711	*	*	*
MARKETING														
ADVERTISING	2	23	21492	19795	*	*	*	10	66	20128	20815	*	*	*
BRAND/PRODUCT MANAGEMENT	2	56	19500	25978	*	*	*	26	181	22849	24918	28000	22000	18000
BUYER/MERCHANDISING	7	76	24427	23642	*	*	*	15	379	24399	23542	*	*	*
DISTRIBUTION	2	26	29750	23575	*	*	*	3	72	31013	25157	*	*	*
MARKET RESEARCH	2	29	27000	22966	*	*	*	7	106	24943	24769	*	*	*
PURCHASING	2	30	27250	27757	*	*	*	6	62	24017	27736	*	*	*
SALES	51	490	24482	24838	30996	25000	16800	121	1570	24884	25205	32000	25000	16800
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	16	+	23365				1	48	12000	21632	*	*	*
FINANC,TAXA, MONETARY POL	2	35	17400	23906	*	*	*	10	115	20424	23036	*	*	*
ECONOMIC PROGRAMS	+	12	+	21793				3	29	22864	21751	*	*	*
LAW ENFORCEMENT	1	22	18000	23995	*	*	*	1	81	18000	23325	*	*	*
MILITARY	5	27	21474	25370	*	*	*	8	82	22921	24240	*	*	*
NATIONAL SECURITY	+	4	+	23950				4	13	19150	21877	*	*	*
URBAN / REGIONAL PLANNING	+	19	+	26008				2	29	20153	23655	*	*	*
ENGINEERING														
BIOENGINEERING	16	18	39570	38784	*	*	*	16	27	39570	35064	*	*	*
DESIGN / CONSTRUCT	49	362	29548	31586	36000	30000	23500	187	1239	29575	31005	36600	30000	23000
ENVIRONMENTAL/SANITATION	17	58	30068	30002	*	*	*	26	217	29635	30725	35000	28008	24000
MANUFACTURING/INDUSTRIAL	61	246	32036	32936	35796	31992	29496	115	1226	32753	33731	37500	32000	28992
SYSTEMS / PROGRAMMING	17	82	31772	32731	*	*	*	37	323	31881	32363	36000	32700	26000
POWER SYSTEMS	6	73	31914	33273	*	*	*	33	304	32734	33228	37800	33000	27996
SOFTWARE DESIGN & DEVELOP	30	95	32508	32293	35000	33000	28200	42	301	32416	32687	35000	33000	30000
HARDWARE DESIGN & DEVELOP	17	64	33860	35397	*	*	*	47	255	33291	34133	36996	34176	27332

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	7	78	$31255	$34533	*	*	*	19	406	$32478	$34319	*	*	*
TESTING	11	57	31317	31390	*	*	*	21	202	29183	30889	$33300	$30000	$24500
PROCESS ENGINEERING	19	187	38194	37666	*	*	*	184	1259	37763	37659	40200	38290	35000
PROJECT ENGINEERING	40	265	32770	33406	$38400	$32500	$27000	357	1378	34841	33960	41000	35000	28800
OTHER ENGINEERING	23	502	30930	32941	36000	30084	25000	271	1982	31980	32851	38400	32000	26000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	2	8	30000	25769	*	*	*	4	36	24470	23673	*	*	*
INDUSTRIAL HYGIENE	+	5	+	34000				+	10	+	29053			
MEDICAL TECHNOLOGY	2	12	29000	25337	*	*	*	5	56	27190	24888	*	*	*
NURSES / PERSONAL CARE	+	141	+	27482				9	386	23100	29486	*	*	*
OCCUPATIONAL THERAPY	+	1	+	16500				1	39	22000	29291	*	*	*
PHARMACIST	13	68	34469	39537	*	*	*	20	125	36278	39389	45000	42120	26000
PHYSICAL THERAPY	1	11	12800	30987	*	*	*	2	35	20900	29990	*	*	*
RESPIRATORY THERAPY		+	+	+				+	5	+	32651			
OTHER HEALTH RELATED	4	14	20750	20119	*	*	*	16	137	20405	25753	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	1	11	35000	21636	*	*	*	2	45	26500	20452	*	*	*
COUNSELING	3	38	12493	17831	*	*	*	12	100	15395	17382	*	*	*
FUNDRAISING / DEVELOPMENT	2	7	12250	21071	*	*	*	3	11	13247	19840	*	*	*
SOCIAL WORK	5	25	17261	17422	*	*	*	9	80	16423	17455	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	43	208	29010	28658	33840	30000	24000	86	784	29303	28762	34560	30000	24000
INFORMATION SYSTEMS	20	103	29159	29322	36000	28800	23304	40	356	26962	29740	36000	28398	20000
SYSTEMS ANALYSIS & DESIGN	23	144	32129	31073	34200	32400	26664	62	488	30489	30442	36000	30000	25200
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	20	+	30605				+	70	+	31759			
AGRICULTURE/NAT'L RESOURC	12	34	19333	20594	*	*	*	44	125	21395	21518	28000	20000	15600
ARCHITECTURE	+	9	+	23200				1	19	26400	25879	*	*	*
CONSULTING	9	132	26721	28237	*	*	*	20	623	26670	29007	31200	28500	20000
HUMAN RESRCS /INDUS RELS	5	36	20098	23215	*	*	*	12	131	21076	23531	*	*	*
MANAGEMENT TRAINEE	78	610	22677	22633	28000	22900	17000	239	1961	21981	22726	28000	22000	18000
MATH/STATISTICIANS	1	27	24300	25778	*	*	*	6	60	24507	24606	*	*	*
PARALEGAL	1	23	19680	21967	*	*	*	1	48	19680	21251	*	*	*
RESEARCHERS NON-TECHNICAL	2	12	33996	22016	*	*	*	3	25	29664	22326	*	*	*
RESEARCHERS - TECHNICAL	9	24	24224	24757	*	*	*	10	67	24202	27274	*	*	*
TEACHING	57	432	19181	19484	24600	19077	14500	125	955	19334	20027	24000	19268	14866
TOTALS	761	6590						2764	24279					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

RMCPA REGIONAL Report No. 6 SEPTEMBER 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	12	54	$30244	$29840	*	*	*	51	293	$28353	$30996	$34000	$28000	$23000
MBA--NON-TECH	28	198	31830	35269	$36500	$31500	$24000	95	560	36480	35241	52000	34000	27000
MBA--TECH	3	46	31667	37174	*	*	*	10	125	34070	38582	*	*	*
MS-BUSINESS	+	10	+	31956				1	49	40000	40047	*	*	*
ECONOMICS & FINANCE (BANK	+	14	+	35174				2	249	40500	41466	*	*	*
HUMAN RESOURCES (INCL LAB	+	3	+	36333				2	56	21500	38573	*	*	*
MANAGEMENT INFORMATION SY	+	4	+	38875				4	37	33500	36150	*	*	*
MARKETING/MKTNG MGT (RESE	2	7	27000	36718	*	*	*	2	148	27000	43182	*	*	*
COMMUNICATIONS														
ADVERTISING	+	1	+	23000				4	5	33250	31200	*	*	*
COMMUNICATIONS	2	3	15600	19067	*	*	*	6	11	22033	26524	*	*	*
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	30338				+	17	+	24303			
ELEMENTARY EDUCATION	+	9	+	21410				+	38	+	23657			
PHYSICAL EDUCATION	+	+	+	+				+	7	+	23286			
READING EDUCATION	+	3	+	23167				+	4	+	25611			
SPECIAL EDUCATION	1	6	28000	25021	*	*	*	1	20	28000	24141	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	2	+	38305				+	4	+	27477			
LETTERS	+	1	+	24000				1	8	13500	25773	*	*	*
VISUAL & PERFORMING ARTS	1	2	32800	31900	*	*	*	1	7	32800	25432	*	*	*
HUMANITIES - OTHER	+	+	+	+				+	9	+	32760			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	3	+	27333				+	4	+	26036			
PSYCHOLOGY	+	4	+	25000				+	16	+	23657			
SOCIOLOGY	+	1	+	28000				+	4	+	25200			
SOCIAL SCIENCES - OTHER	+	3	+	35800				+	16	+	31780			
ENGINEERING														
AEROSPACE & AERONAUTICAL	2	9	35500	36629	*	*	*	3	24	35833	36195	*	*	*
AGRICULTURAL	1	1	36500	36500	*	*	*	1	4	36500	32225	*	*	*
BIOENGINEERING & BIOMEDIC	+	1	+	35500				+	4	+	32238			
CHEMICAL	+	27	+	40721				6	95	40907	40457	*	*	*

continued

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

INTERIM PERIOD 6/5/91 THROUGH 8/9/91

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
CIVIL	1	22	$36600	$32710	*	*	*
COMPUTER	2	4	31650	34075	*	*	*
ELECTRICAL/ELECTRONIC	14	94	39519	39072	*	*	*
INDUSTRIAL	+	24	+	34963			
MECHANICAL	10	48	39097	39002	*	*	*
METALLURGICAL	+	15	+	41005			
MINING & MINERAL	+	+	+	+			
NUCLEAR	+	3	+	36675			
PETROLEUM	4	7	42225	41443	*	*	*
TEXTILE	+	+	+	+			
HEALTH SCIENCES							
ALLIED HEALTH	+	4	+	29250			
HEALTH SCIENCES	+	6	+	25917			
NURSING	+	1	+	23000			
SCIENCES							
AGRICULTURAL & NATL RESOU	+	2	+	35810			
ARCHITECTURAL & ENVIRONME	+	2	+	25150			
BIOLOGICAL	1	4	18500	20350	*	*	*
CHEMISTRY	1	5	20450	31403	*	*	*
COMPUTER SCIENCE							
COMPUTER SCIENCE	4	23	35550	38990	*	*	*
SCIENCES							
GEOLOGICAL (INCL GEOPHYS)	15	18	36353	36239	*	*	*
MATHEMATICS (INCL ACTUARI	1	16	27000	31023	*	*	*
PHYSICS	+	5	+	40000			
POLYMER	+	+	+	+			
TOTALS	105	716					

CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
3	134	$34867	$34551	*	*	*
4	22	38325	38348	*	*	*
18	267	38859	38804	*	*	*
+	56	+	36121			
28	213	36636	38114	$42000	$36000	$31940
11	39	37727	39105	*	*	*
2	14	42400	35007	*	*	*
+	10	+	38086			
20	38	42723	43608	47000	42000	40200
+	+	+	+			
+	13	+	28586			
1	23	18720	25901	*	*	*
+	5	+	49000			
+	9	+	28702			
+	3	+	26127			
1	9	18500	22384	*	*	*
1	18	20450	33575	*	*	*
10	160	33490	37894	*	*	*
35	52	37440	36824	42500	38000	32000
3	34	30667	30061	*	*	*
1	8	28000	35207	*	*	*
+	2	+	34980			
328	2945					

Master's Degree Candidates - Experience

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/5/91 THROUGH 8/9/91

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS							
MBA--NON-TECH	11	95	$32127	$40066	*	*	*
MBA--TECH	1	31	30500	39415	*	*	*
OVER 2 TO 4 YEARS							
MBA--NON-TECH	10	159	44000	44642	*	*	*
MBA--TECH	+	62	+	46447			
OVER 4 YEARS							
MBA--NON-TECH	12	196	40883	49644	*	*	*
MBA--TECH	3	83	50667	55430	*	*	*
TOTALS	37	626					

CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
		03	$42877	$50000	$35000	$29000
29	279	$366 50	45921	*	*	*
2	102	287				
		47	47243	47000	39250	30000
36	459	399 50	51034	*	*	*
2	223	388				
		08	50412	60000	40000	32000
36	603	428 34	54219	*	*	*
7	279	462				
112	1945					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	9	+	$57844				+	35	+	$58300			
ECONOMICS	+	+	+	+				+	2	+	43000			
EDUCATION														
EDUCATION ADMINISTRATION	+	14	+	46280				+	25	+	43780			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	2	+	54000				+	5	+	43600			
FOREIGN LANGUAGES	+	+	+	+				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	2	+	30400				1	11	$52700	42409	*	*	*
SOCIOLOGY	+	1	+	40000				+	2	+	40000			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	1	7	$55000	55171	*	*	*	3	10	46333	52428	*	*	*
CHEMICAL	9	27	51906	52654	*	*	*	14	102	51754	52992	*	*	*
CIVIL	2	4	42000	45400	*	*	*	4	10	40749	43060	*	*	*
COMPUTER	+	5	+	58768				+	10	+	56584			
ELECTRICAL/ELECTRONIC	6	15	44660	51613	*	*	*	9	44	46161	54612	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	4	+	48879				+	16	+	46866			
METALLURGICAL	+	3	+	52773				2	21	45000	49315	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	4	+	43638			
BIOLOGICAL	+	+	+	+				+	6	+	31800			
CHEMISTRY	4	18	35750	45356	*	*	*	6	84	38400	47911	*	*	*
GEOLOGICAL (INCL GEOPHYS)	10	11	44846	44588	*	*	*	18	21	49320	48205	*	*	*
MATHEMATICS	2	7	32400	43429	*	*	*	4	13	34075	41146	*	*	*
PHYSICS	1	3	27000	41667	*	*	*	1	8	27000	39913	*	*	*
POLYMER	+	3	+	49167				+	9	+	48667			
TOTALS	35	135						62	442					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA
BY CURRICULUM/EMPLOYER CUMULATIVE REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	25338 222 42996/21500	29							
BUSINESS ADMIN (INCL MGMT	24500 2			22940 5		26500 2	24533 3		40000 1
ECONOM & FINANCE (BANKING	25825 4	23		17100 3	16250 2	20250 4	24400 2	29500 1	
HUMAN RSRCS (incl LABOR R				22197 21 30000/18000	21870 4	30100 5	25700 3	29724 8	20548 2
MANAGEMENT INFO SYSTEMS	28997 3					20000 1			
MARKETING/MARK MGMT (RESR		23					28300 4		
ADVERTISING		29		17780 5	21736 3	23500 2	24250 4	29000 2	21000 1
COMMUNICATIONS									
JOURNALISM						20560 5		15000 1	
TELECOMMUN/BROADCASTING						14993 3			
FOREIGN LANGUAGES						12480 1			
LETTERS (incl English, Li						28500 1			
POLITICAL SCIENCE/GOVT							25000 1		
SOCIAL SCIENCES-OTHER					22000 1			20000 1	
CHEMICAL						12000 1			
CIVIL								36500 3	35376 5
COMPUTER								29662 30 36060/26400	29073 33 36120/26000
ELECTRICAL/ELECTRONIC							32880 7	29000 1	26000 1
INDUSTRIAL					27000 1	32757 7	32767 29 39800/29000	31640 6	32374 7
MECHANICAL						33375 1		30167 3	
MINING (INCL GEOLOGICAL)							32250 4	31200 5	32639 8
PETROLEUM								30008 2	29333 3
ENGINEERING TECHNOLOGY									35000 2
						30000 1	16500 1		32357 6

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
AGRIBUSINESS		—		19725 4				18400 2	21000 1
ANIMAL SCIENCES								24000 1	
COMPUTER SCIENCE	33492 2					33492 2	29528 36 40800/20000	35298 5	25000 2
INFORMATION SCIENCES & SY					28500 1	27000 1	30000 1		
BIOLOGICAL							22000 1		
CHEMISTRY								24500 1	36000 1
GEOLOGY & GEOLOGICAL SCI								21267 3	30133 6
MATHEMATICS				16000 1			18000 1	24000 2	29[illegible] 4
PHYSICS							34020 1	27000 1	20000 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	20000 2	17750 2		21644 4	25200 1	20893 8			
BUSINESS ADMIN (INCL MGMT	20875 4	13800 1	21533 3	24117 8	18000 1	20918 42 26000/18000			
DISTRIBUTION MANAGEMENT						23750 2			
ECONOM & FINANCE (BANKING	18923 7		24333 3	25368 20 30000/22000		22579 19			
HOTEL/RESTAURANT MGMT.		19733 3	22122 23 24000/22000						
HUMAN RSRCS (incl LABOR R		18500 1		19250 2		22067 3			
MANAGEMENT INFO SYSTEMS				28391 2		21406 4			
MARKETING/MARK MGMT (RESR	20500 2	29523 4	20640 5	22291 11		21985 78 35000/16000			
REAL ESTATE						20000 1			
ADVERTISING						12000 1			
COMMUNICATIONS	15000 1	20000 1	18800 2	24500 2		21841 16			
ELEMENTARY EDUCATION				18000 1					
HUMAN ECOLOGY (HOME ECONO				24500 1					
TEXTILES & CLOTHING						17331 3			
MERCHANDISING MANAGEMENT						15200 2			
FOREIGN LANGUAGES		30000 2							30000 2
LETTERS (incl English, Li		23000 1			19680 1		16992 1		
HISTORY						15000 1			
POLITICAL SCIENCE/GOVT	22000 1		20400 1	19200 1		22200 10			
PSYCHOLOGY			18000 1			21444 5			
SOCIAL SCIENCES-OTHER	32000 1	20000 2				20618 7			
CHEMICAL				34764 2					
COMPUTER						28000 1			

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
INDUSTRIAL				26500 2		32000 1			
MECHANICAL						31250 2			
AGRIBUSINESS						23352 1			
ANIMAL SCIENCES						21500 2			
PLANT SCIENCES						15600 1			
COMPUTER SCIENCE				28000 1					
INFORMATION SCIENCES & SY	27000 1			29000 2		22867 3			
PHARMACY						36278 20 45000/26000			
BIOLOGICAL						22000 1			
MATHEMATICS						17000 1			

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			27500 4	27975 4		23228 14	18793 8	28000 1	24000 1
BUSINESS ADMIN (INCL MGMT	17500 1	25000 1	25250 2		19000 3	21344 6	18350 4	19660 3	30833 6
ECONOM & FINANCE (BANKING						23353 9	23012 2		26000 3
HUMAN RSRCS (incl LABOR R						22500 2			
MANAGEMENT INFO SYSTEMS				25380 1					
MARKETING/MARK MGMT (RESR			25200 1	26000 1	13500 1	21692 2			27250 4
COMMUNICATIONS				24500 1	20000 1			18000 1	35000 1
JOURNALISM						22154 2			
TELECOMMUN/BROADCASTING						21037 1			
ELEMENTARY EDUCATION					19218 59 31500/13350				
PRE-ELEMENTARY EDUCATION					10000 2				
PHYSICAL EDUCATION					19025 4	16305 1			
SPECIAL EDUCATION					21843 4				17500 1
HUMAN ECOLOGY (HOME ECONO					19700 2		15000 1		21500 1
FOREIGN LANGUAGES					21894 5				
LETTERS (incl English, Li					19290 6	25406 1			
VISUAL & PERFORMING ARTS					21203 11	23284 1			
HUMANITIES - OTHER					16400 1				
CRIMINAL JUSTICE						15600 1	18000 1		
HISTORY					17278 3				
POLITICAL SCIENCE/GOVT					15000 1	26000 1	16667 3		
PSYCHOLOGY					15000 1				
SOCIOLOGY					17600 1	20112 1	18000 1		10000 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GO	RN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
SOCIAL SCIENCES-OTHER					20400 1	16467		20428 3		16200 3
AEROSPACE & AERONAUTICAL		34000 1				28703				
ARCHITECTURAL				28000 1				22950 2		
CHEMICAL				37992 2		16973				
CIVIL		32133 3	26853 12	33371 4		25474 33400/220		26602 74 38000/23040		
COMPUTER		33000 1				30000				30000 1
ELECTRICAL/ELECTRONIC		34667 3	33000 1	31897 14		27040 36700/212		22800 1		
ENIVRONMENTAL ENGINEERING						35000		23500 1		
INDUSTRIAL			27252 1	33000 2		23000				
MECHANICAL		33000 1		33170 27 44000/30000		27770				
METALLURGICAL						27600				
MINING (INCL GEOLOGICAL)				33800 1				24000 1		
ENGINEERING TECHNOLOGY		25000 1				23000		25300 3		
INDUSTRIAL TECHNOLOGY					24900 1					
AGRIBUSINESS					20065 3	23000		20920 2		
ANIMAL SCIENCES					11000 1					
PLANT SCIENCES						16793		20507 2		
NATURAL RESOURCES								22000 2		
OTHER AGRICULTURAL SCIENC	12000 1									
COMPUTER SCIENCE		15000 1		31620 2		23488				
INFORMATION SCIENCES & SY					18960 1					
SYSTEMS ANALYSIS								18600 1		
ALLIED HEALTH					20600 1			14500 1	24975 2	29500 2

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
HEALTH SCIENCES							22500 1	23288 5	19800 5
NURSING								23700 7	20000 1
BIOLOGICAL					18090 3		22000 2	15400 2	
CHEMISTRY					16200 2	24908 3			
GEOLOGY & GEOLOGICAL SCI		32000 1				20000 1	24000 1		
MATHEMATICS		24300 1			18773 11	22507 2	29809 2		
PHYSICS		28250 2							
OTHER PHYSICAL & EARTH SC					17063 4		22000 2		

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCP/
BY CURRICULUM/EMPLOYER CUMULATIVE

RMCPA REGIONAL CUMULATIVE REPORT
ATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MU	REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING								21600 2	13680 2		29000 1
BUSINESS ADMIN (INCL MGMT							19500 1	25500 1	30250 4	16000 1	
ECONOM & FINANCE (BANKING	12000 1		1		24000 2				29200 3		24000 2
MANAGEMENT INFO SYSTEMS									28000 2		
MARKETING/MARK MGMT (RESR										21000 1	31331 3
JOURNALISM	13000 1										
HUMAN ECOLOGY (HOME ECONO					15000 1						
HUMANITIES - OTHER								10000 1			
POLITICAL SCIENCE/GOVT	12500 1										
PSYCHOLOGY					14700 1	11000 1					
SOCIOLOGY					12000 1	10000 1					
SOCIAL SCIENCES-OTHER	15240 1										
AEROSPACE & AERONAUTICAL							32067 8				
CHEMICAL								36100 6	31992 2	32500 2	38046 53 41000/36500
CIVIL							27000 1			27853 27 31200/25000	38000 2
ELECTRICAL/ELECTRONIC							31872 14		33325 4	27990 2	36477 7
INDUSTRIAL							33000 1	28000 1	28998 2	27528 3	
MECHANICAL							30423 47 33000/28500	35499 6	33783 7	34333 3	35675 12
METALLURGICAL							31500 1	30000 1	30600 1		33100 1
ENGINEERING TECHNOLOGY							29134 12	31500 2	30300 2	28307 7	
INDUSTRIAL TECHNOLOGY							30107 18		30000 2		
AGRIBUSINESS								21669 13			
ANIMAL SCIENCES					19200 1			20000 5			

AVERAGE SALARY OFFERS
BY CURRICULUM/EMPLOYER

SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT
CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
PLANT SCIENCES	19000 1					17333 3			
OTHER AGRICULTURAL SCIENC						25775 8			
COMPUTER SCIENCE			37500 1		31187 4	34800 1	29500 2		36000 1
INFORMATION SCIENCES & SY					26000 3				29000 1
HEALTH SCIENCES				15500 2					
NURSING									22000 1
PHARMACY									35000 1
ARCHITECTURAL & ENVIRONME								26400 1	
MATHEMATICS					25000 1		24000 1		40000 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	26664 2	28500 1	24000 1					24000 1	27425 24 31200/26000
BUSINESS ADMIN (INCL MGMT	26000 1		24000 2			22000 1		16000 1	30714 7
ECONOM & FINANCE (BANKING	29500 2	28800 1	28000 1	18000 1				25000 1	28500 19
MANAGEMENT INFO SYSTEMS	27901 9	34200 1							30100 4
MARKETING/MARK MGMT (RESR	33540 1	23333 3	22471 7	25000 1				28500 2	27444 9
JOURNALISM					20000 1				
LETTERS (incl English, Li	16500 1								
POLITICAL SCIENCE/GOVT									22000 1
PSYCHOLOGY			30996 2						
SOCIAL SCIENCES-OTHER				16800 2					
AEROSPACE & AERONAUTICAL		32761 2							32667 3
CHEMICAL	36498 4	37500 1	34357 7	37500 1	33600 1	28600 1	39500 1		38961 139 46000/36800
CIVIL					29000 1	30777 6			36166 28 39300/33000
COMPUTER	33333 3	34427 6	34200 1						36500 3
ELECTRICAL/ELECTRONIC	32700 25 42492/30000	32223 37 40020/28080	33600 2	37500 1	36765 4	3552. 4		31000 1	35204 31 42720/32000
INDUSTRIAL		28080 1	35530 2				31870 2	33000 1	36000 1
MECHANICAL	34125 4	32929 7	27500 1	35164 3	32125 4	28920 2		31800 1	37236 106 42300/33800
METALLURGICAL		34200 1			33760 36 37200/32500	33344 9			34500 2
MINING (INCL GEOLOGICAL)					32000 1	32367 21 37500/30000			
NUCLEAR		33500 2							
PETROLEUM									40409 77 46000/37800
ENGINEERING TECHNOLOGY	28999 5	29043 8						31777 1	
INDUSTRIAL TECHNOLOGY			27000 2	35292 2					

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ANIMAL SCIENCES			35000 1						
PLANT SCIENCES								20000 1	
OTHER AGRICULTURAL SCIENC			26628 5						
COMPUTER SCIENCE	31243 53 42000/25992	34667 3	25998 4		35400 1				33444 24 39000/29000
INFORMATION SCIENCES & SY									31800 3
BIOLOGICAL		23400 1							
GEOLOGY & GEOLOGICAL SCI									27600 2
MATHEMATICS					25000 1				36000 1
PHYSICS	32400 1	32500 1							42200 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING	22200 1						19840 5
BUSINESS ADMIN (INCL MGMT							22004 3
ECONOM & FINANCE (BANKING			28000 1				24800 2
MARKETING/MARK MGMT (RESR			28000 1				21923 6
ADVERTISING							17000 2
COMMUNICATIONS							25963 8
TEXTILES & CLOTHING					27000 1		
LETTERS (incl English, Li							19000 1
VISUAL & PERFORMING ARTS							10368 1
SOCIAL SCIENCES-OTHER					27996 2		
ARCHITECTURAL							29500 1
CHEMICAL	37500 1	37440 1	39000 1			38007 6	34583 6
CIVIL				28400 2		34900 3	29000 1
COMPUTER						34000 1	31000 1
ELECTRICAL/ELECTRONIC			34260 1		34500 1	37500 1	32033 6
INDUSTRIAL							33000 1
MECHANICAL	33470 2		23000 1			35789 9	25890 4
PETROLEUM						37500 1	
ENGINEERING TECHNOLOGY						34800 2	
COMPUTER SCIENCE			34250 2			28000 1	23000 1
SYSTEMS ANALYSIS							33000 1
HEALTH SCIENCES							23040 1
BIOLOGICAL							12000 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Aver age: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY D	IVERSI	OTHER EMPLOYER	
PHYSICS								20000	1

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	25386 231 42996/21500	23677 7		21207 34 32000/15200	20719 10	22090 25 45000/12480	25571 17	27715 13	25524 4
BACHELOR - TECHNICAL	33492 2			18980 5	27750 2	32222 12	30777 81 40800/22000	29620 65 45996/24000	30358 80 39720/25000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	20331 18	22829 17	21726 38 26000/18600	23808 52 30000/19200	20960 3	21491 202 37000/17000	16992 1		30000 2
BACHELOR - TECHNICAL	27000 1			29790 7		31443 33 45000/21500			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	17500 1	25000 1	26529 7	26826 7	19263 106 33000/14300	22073 45 28000/20000	18785 23 30000/15000	20996 5	25171 21 35000/17300
BACHELOR - TECHNICAL	12000 1	30213 15	27321 14	32880 53 44000/29000	18410 27 25000/14866	26004 86 36700/21201	25660 98 38000/22320	22693 16	23111 9

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	13185 4		17940 5	10500 2	19500 1	19675 4	26542 11	18500 2	28499 6
BACHELOR - TECHNICAL	19000 1		37500 1	16733 3	30395 110 36000/28500	26637 46 44400/17000	31563 23 36000/28000	28514 45 37000/25000	37142 80 41000/34900

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	27468 16	26917 6	24561 13	19150 4	20000 1	22000 1		24400 5	28189 64 39600/25000
BACHELOR - TECHNICAL	31929 95 42492/27996	32198 70 40020/27000	30664 25 37520/24000	35868 7	33590 49 38040/31020	32395 43 38090/28000	34413 3	29515 5	37819 421 46000/33600

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	22200 1		28000 2		27664 3		
BACHELOR - TECHNICAL	34813 3	37440 1	32952 5	28400 2	34500 1	35894 24 39504/33600	

AVERAGE SALARY OFFERS RMCPA REGI
BY TECH - NON TECH/EMPLOYER CUM

AL CUMULATIVE REPORT
ATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACC	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	28875	29429 7		38542 12	48218 11	29000 1	32400 10	29333 3	
MBA--TECH								31233 3	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	33167			32667 3	52000 1	26000 2			
MBA--TECH									

CURRICULUM	REAL EST	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH			40000 1			30000 1	27000 1		36500 1
MBA--TECH							32667 3		46000 1

CURRICULUM	MEMBERSI	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH						31500 2	43000 1		43257 7
MBA--TECH					40000 1				

CURRICULUM	COMPUTE	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	28250	37400 2	46200 5	35750 4					32625 4
MBA--TECH									31500 2

CURRICULUM	PRINTIN	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH				36070 2			29500 2
MBA--TECH							

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	25240 215 42996/21000	24495 78 40000/18000	20000 1	19699 1			27500 2		25490 10
BUSINESS ADMIN (INCL MGMT	21400 2	16000 1	14800 1	13500 2	24000 1			12000 1	24233 9
ECONOM & FINANCE (BANKING	25625 4	22689 7	18300 4	24000 3	25804 8	24000 1		24733 3	26896 30 34000/23000
MARKETING/MARK MGMT (RESR		21250 2		13354 2					25000 2
COMMUNICATIONS								15000 1	
POLITICAL SCIENCE/GOVT					22000 1			22000 1	22000 1
AGRIBUSINESS				19750 2					18000 1
COMPUTER SCIENCE									32600 3
MATHEMATICS				16000 1					

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT		UNDERWRITING		INSURANCE - CL		DESIGN/GRAPHIC		MEDIA PLANNING		REPORTING		PRODUCTION		PUBLIC RELATIO		WRITING / EDIT	
ACCOUNTING	25000	1	21580	1	18000	1												
BUSINESS ADMIN (INCL MGMT	18000	1	23986	5	21500	2							16000	1	16000	1	18000	1
ECONOM & FINANCE (BANKING	15620	3	26682	7	24237	6							24000	1	22000	2		
MARKETING/MARK MGMT (RESR			24067	3	23833	3									13500	1		
COMMUNICATIONS			24000	1	25000	1									26750	2		
JOURNALISM									13000	1	12480	1					16250	2
TELECOMMUN/BROADCASTING													12480	1				
HUMAN ECOLOGY (HOME ECONO					24500	1												
FOREIGN LANGUAGES									30000	2								
LETTERS (incl English, Li																	16500	1
SOCIAL SCIENCES-OTHER	32000	1					14400	1										
CHEMICAL			34764	2														
AGRIBUSINESS															16800	1		
COMPUTER SCIENCE																	42000	1

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									17200 3
BUSINESS ADMIN (INCL MGMT	20900 2	24188 10	25500 1		25000 1	24800 2	22600 10		20300 1
DISTRIBUTION MANAGEMENT				26500 1					
ECONOM & FINANCE (BANKING		21750 4	15996 1				28020 15		22426 3
HOTEL/RESTAURANT MGMT.		19000 1							
MARKETING/MARK MGMT (RESR	20250 2	21200 5	25625 8	33540 1	24520 5	27250 2	24432 57 35000/18500		
ADVERTISING	19246 4	12000 1							
COMMUNICATIONS	30000 1					20000 2	23766 16		
JOURNALISM		23284 1							21023 1
TELECOMMUN/BROADCASTING									21037 1
ELEMENTARY EDUCATION							18000 1		
TEXTILES & CLOTHING			18996 2		27000 1				
LETTERS (incl English, Li							25000 1		
POLITICAL SCIENCE/GOVT		20400 1					19200 1	12000 1	
PSYCHOLOGY							18460 2		
SOCIAL SCIENCES-OTHER	12000 1		28000 1				16747 3		
CIVIL							28955 4		
COMPUTER			28000 1						
ELECTRICAL/ELECTRONIC							36000 1		
INDUSTRIAL		33000 1							
MECHANICAL		28500 1					35875 4		
METALLURGICAL							34068 1		
AGRIBUSINESS			25500 1						23000 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ANIMAL SCIENCES							26000 1		
OTHER AGRICULTURAL SCIENC		23004 1					15000 2		
SYSTEMS ANALYSIS				33000 1					
PHARMACY							35000 1		
BIOLOGICAL							22000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
ACCOUNTING			26000 1						
BUSINESS ADMIN (INCL MGMT	20000 1		30000 1						
ECONOM & FINANCE (BANKING	24296 2								
COMMUNICATIONS			24000 1						
PHYSICAL EDUCATION					16305 1				
VISUAL & PERFORMING ARTS			10368 1						
CRIMINAL JUSTICE		18000 1		15600 1					
POLITICAL SCIENCE/GOVT				26000 1					
SOCIAL SCIENCES-OTHER				17500 2					
AEROSPACE & AERONAUTICAL							36000 1		31500 2
ARCHITECTURAL							22950 2		
CHEMICAL						39570 16	38243 7	37992 2	37131 15
CIVIL			24000 1				27947 105 38000/22992	27359 15	
ELECTRICAL/ELECTRONIC							30745 19	36498 2	34085 6
ENIVRONMENTAL ENGINEERING								35000 1	
INDUSTRIAL								31740 1	29770 7
MECHANICAL			26000 1				33196 36 44400/29000	33800 3	32788 52 42000/29500
METALLURGICAL									35200 3
MINING (INCL GEOLOGICAL)							33300 1	26016 1	35040 1
ENGINEERING TECHNOLOGY							27602 15		30802 7
INDUSTRIAL TECHNOLOGY									30568 22 35292/28992
COMPUTER SCIENCE			23000 1						
CHEMISTRY								17000 1	

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
GEOLOGY & GEOLOGICAL SCI					24000 1				
PHYSICS			20000 1				20000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	28800 1								19500 1
ECONOM & FINANCE (BANKING	25100 1								29100 1
MANAGEMENT INFO SYSTEMS	26400 4								
AEROSPACE & AERONAUTICAL			32522 1		34000 2			35300 2	30440 6
ARCHITECTURAL								28000 1	29500 1
CHEMICAL				36498 4	37800 2	24000 1	38215 162 42016/36000	36810 14	37339 21 41000/35000
CIVIL		27087 1			28992 2		38000 1	32117 51 38000/28000	28360 67 40000/24167
COMPUTER	30880 2		33525 8	34866 10		32400 2			31333 3
ELECTRICAL/ELECTRONIC	33390 18	32979 22 39000/27996	32170 19	32802 26 38040/27332	33114 7	32575 4	35167 3	31572 37 38500/23832	32267 67 42720/26252
ENIVRONMENTAL ENGINEERING					23500 1				
INDUSTRIAL								32000 3	30411 7
MECHANICAL	33900 1	32776 9		31222 5	33400 3	28200 5	35317 7	35172 86 42300/29000	34723 66 44000/28800
METALLURGICAL							32833 9	33408 40 37200/32400	
MINING (INCL GEOLOGICAL)								31847 25 37500/28000	
NUCLEAR									33500 2
PETROLEUM								40237 80 46000/37500	
ENGINEERING TECHNOLOGY			28200 2	28596 1		26412 5		27971 7	31074 15
OTHER AGRICULTURAL SCIENC									27067 3
COMPUTER SCIENCE	32340 10	32640 1	32159 12		36000 1	32064 3	35400 1	34500 1	27500 2
BIOLOGICAL					24000 1				
CHEMISTRY						24500 1	36000 1	31200 1	
GEOLOGY & GEOLOGICAL SCI								30543 7	30000 1
MATHEMATICS								28500 1	32577 6

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: - 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
PHYSICS				32500 1				42200 1	33210 2

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	22880 1		29000 2		22000 1				
ECONOM & FINANCE (BANKING									28000 1
HUMAN ECOLOGY (HOME ECONO	15000 1								18250 2
PSYCHOLOGY									11000 1
COMPUTER	30000 1								
ALLIED HEALTH	30000 1		31950 1				29000 1		18000 1
HEALTH SCIENCES			23000 2						21498 10
NURSING				23100 9					
PHARMACY						36278 20 45000/26000			
BIOLOGICAL							12800 1		18000 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING						25000 2			24000 2
BUSINESS ADMIN (INCL MGMT	26500 2			15800 2	36000 1	23500 3	27398 3		
ECONOM & FINANCE (BANKING			12000 1		24725 4	30000 1			
MANAGEMENT INFO SYSTEMS					29343 4	27035 9	28947 7		
MARKETING/MARK MGMT (RESR							28500 1		
ELEMENTARY EDUCATION		13350 1							
SPECIAL EDUCATION		17500 1							
FOREIGN LANGUAGES					28500 1				
HUMANITIES - OTHER									10000 1
POLITICAL SCIENCE/GOVT		19500 2	12500 1	14000 1					
PSYCHOLOGY		15000 1							
SOCIOLOGY		14022 5							
SOCIAL SCIENCES-OTHER		14890 2	15240 1	18052 2					30000 1
AEROSPACE & AERONAUTICAL							30000 1		
COMPUTER							26000 1		
ELECTRICAL/ELECTRONIC					26700 3	42492 1	29000 4		
ENGINEERING TECHNOLOGY						22000 1			
AGRIBUSINESS									21689 14
ANIMAL SCIENCES									22025 8
PLANT SCIENCES									17924 8
NATURAL RESOURCES									22000 2
OTHER AGRICULTURAL SCIENC									27534 4
COMPUTER SCIENCE					30041 67 40800/24000	28637 15	32165 35 45996/25200		

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
INFORMATION SCIENCES & SY					24820 3	25100 6	29425 8		
SYSTEMS ANALYSIS							18600 1		
ALLIED HEALTH				17550 2					
HEALTH SCIENCES				15500 2					
BIOLOGICAL						22000 1			16000 2
GEOLOGY & GEOLOGICAL SCI							25200 1		
MATHEMATICS					24000 3	18000 1			
OTHER PHYSICAL & EARTH SC									22000 2

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		28000 1		23325 4					
BUSINESS ADMIN (INCL MGMT		29500 1	21500 1	21622 43 39600/18000			21000 1		22000 1
DISTRIBUTION MANAGEMENT				21000 1					
ECONOM & FINANCE (BANKING		27000 4	23012 2	22502 26 28000/18996			33996 2	25992 1	
HOTEL/RESTAURANT MGMT.				21960 25 24000/22000					
HUMAN RSRCS (incl LABOR R			22167 3	20283 6					
MANAGEMENT INFO SYSTEMS		30996 2		24695 4					
MARKETING/MARK MGMT (RESR		28500 3	19250 2	21320 63 37596/18000					
REAL ESTATE				20000 1					
COMMUNICATIONS		15000 1		20562 13					20000 1
JOURNALISM				20000 1					
ELEMENTARY EDUCATION									19319 58 31500/14300
PRE-ELEMENTARY EDUCATION									10000 2
PHYSICAL EDUCATION									19025 4
SPECIAL EDUCATION									21843 4
HUMAN ECOLOGY (HOME ECONO									19700 2
TEXTILES & CLOTHING				14000 1					
MERCHANDISING MANAGEMENT				15200 2					
FOREIGN LANGUAGES				30000 2					21894 5
LETTERS (incl English, Li			17996 2	23000 1		19680 1			20163 7
VISUAL & PERFORMING ARTS				23284 1					21203 11
HUMANITIES - OTHER									16400 1
HISTORY				15000 1					17278 3

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
POLITICAL SCIENCE/GOVT		20000 1		22200 10					
PSYCHOLOGY				25049 6					14700 1
SOCIOLOGY									17600 1
SOCIAL SCIENCES-OTHER				20968 10					20400 1
CIVIL		28200 2							
ELECTRICAL/ELECTRONIC		31200 1							
INDUSTRIAL		31500 2		29316 5					
MINING (INCL GEOLOGICAL)								27000 1	
ENGINEERING TECHNOLOGY				30000 1					
INDUSTRIAL TECHNOLOGY				27000 2					24900 1
AGRIBUSINESS			21000 1	19717 3					20065 3
ANIMAL SCIENCES				19000 1					11000 1
PLANT SCIENCES					21013 1				
OTHER AGRICULTURAL SCIENC				26750 4					
ARCHITECTURAL & ENVIRONME	26400 1								
BIOLOGICAL			23400 1						18090 3
CHEMISTRY								21763 2	15400 1
GEOLOGY & GEOLOGICAL SCI		20800 1		24000 1				19000 2	
MATHEMATICS		14000 1		17000 1	25206 5			24000 1	19250 10
PHYSICS								27833 3	
OTHER PHYSICAL & EARTH SC									17063 4

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	25212 221 42996/21000	24181 88 40000/17000	18000 6	18176 8	25244 10	24000 1	27500 2	20533 6	25998 52 34000/22000
BACHELOR - TECHNICAL				18500 3					28950 4

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	20310 6	24970 17	23387 14	14400 1	24333 3	12480 1	17493 3	21167 6	16750 4
BACHELOR - TECHNICAL		34764 2						16800 1	42000 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	20128 10	22155 23 42000/18000	24038 13	30020 2	24943 7	24017 6	24231 106 45000/16640	12000 1	20137 9
BACHELOR - TECHNICAL		28168 3	26750 2	33000 1			29493 15		23000 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	22864 3	18000 1	22592 4	19150 4	16305 1				
BACHELOR - TECHNICAL			23250 4		24000 1	39570 16	29575 187 46000/23000	29635 26 39996/24000	32753 115 42000/28992

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	26583 6								
BACHELOR - TECHNICAL	32906 31 39000/30000	32734 33 39000/27996	32416 42 37200/30000	33291 47 38500/27332	32478 19	29183 21 36000/24500	37763 184 42016/35000	34841 357 46000/28800	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	18940 2		29000 2		22000 1				
BACHELOR - TECHNICAL	30000 2		25983 3	23100 9		36278 20 45000/26000	20900 2		

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	26500 2	15395 12	13247 3	16341 5	28077 10	26254 15	28484 11		22000 4
BACHELOR - TECHNICAL				16525 4	29464 76 40800/24000	27386 25 42492/20000	30921 51 45996/25200		21334 40 35000/15600

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		26769 13	20852 10	21705 221 39600/18000		19680 1	29664 3	25992 1	19511 102 33000/15000
BACHELOR - TECHNICAL	26400 1	26486 7	22200 2	25374 18	24507 6			24003 9	18544 23 25000/15400

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No.1 February 1991

SOUTHERN REGION (SCPA)

Alabama A&M University
University of Alabama
University of Alabama-Engineering
University of Alabama-Birmingham
Auburn University
Augusta College
Averett College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University-Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University-Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
University of Louisville - Engineering
Mars Hill College
Mary Washington College
Memphis State University
Mercer University - Atlanta
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
University of Montevallo
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Asheville
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Institute of Paper & Science
Presbyterian College
Queens College
Randolph-Macon Woman's College
Ringling School of Art & Design
Rollins College
St. Augustine's College
Samford university
University of South Alabama
University of South Carolina
University of South Carolina-Aiken
University of South Carolina - Coastal
University of South Carolina - Spartanburg
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt Unviersity - Owen Graduate School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University - Babcock Graduate School of Management
Western Carolina University
Western Kentucky University
West Georgia College
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Southern** Region.

The data are based on salary offers made to students graduating between September 1, 1990 and August 31, 1910. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (January 11, 1991, through February 8, 1991) and cumulatively (September 1, 1990, and FEbruary 8, 1991).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 1/11/91 THROUGH 2/8/91

CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	8	341	$25344	$26954	*	*	*	63	895	$25699	$26176	$28500	$26000	$21500
BUSINESS ADMIN (INCL MGMT	5	93	22055	23898	*	*	*	36	291	22127	22972	30000	21500	16500
DISTRIBUTION MANAGEMENT	+	1	+	26700				+	3	+	26133			
ECONOM & FINANCE (BANKING	3	102	23162	25105	*	*	*	35	294	22758	24596	27000	23000	17500
HOTEL/RESTAURANT MGMT.	+	5	+	21140				+	28	+	21457			
HUMAN RSRCS (incl LABOR R	2	6	21500	24000	*	*	*	19	35	22177	23736	*	*	*
MANAGEMENT INFO SYSTEMS	2	18	28250	28719	*	*	*	12	79	25904	27824	*	*	*
MARKETING/MARK MGMT (RESR	9	115	22244	24175	*	*	*	59	300	23604	23429	30000	23000	18000
REAL ESTATE	+	+	+	+				2	4	18910	20080	*	*	*
COMMUNICATIONS														
ADVERTISING	+	12	+	23105				3	24	22833	21761	*	*	*
COMMUNICATIONS	1	9	13960	22113	*	*	*	4	57	19119	21625	*	*	*
JOURNALISM	1	4	15600	19850	*	*	*	5	33	19240	18324	*	*	*
TELECOMMUN/BROADCASTING	+	2	+	22019				+	6	+	20866			
EDUCATION														
ELEMENTARY EDUCATION	22	36	24627	21366	$26000	$26000	$22000	34	135	22819	20211	26000	25750	18600
PRE-ELEMENTARY EDUCATION	+	7	+	13868				7	21	22035	17699	*	*	*
PHYSICAL EDUCATION	+	1	+	21340				5	15	20990	18355	*	*	*
SPECIAL EDUCATION	1	11	18700	23829	*	*	*	6	29	22139	23539	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				2	7	19500	18171	*	*	*
TEXTILES & CLOTHING	+	5	+	19700				2	9	25400	21700	*	*	*
MERCHANDISING MANAGEMENT	+	6	+	20583				2	21	19400	21324	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	3	+	20333				1	9	18850	21733	*	*	*
LETTERS (incl English, Li	+	9	+	20078				8	35	19250	21248	*	*	*
VISUAL & PERFORMING ARTS	1	7	23600	21200	*	*	*	2	25	22300	20267	*	*	*
HUMANITIES - OTHER	+	6	+	20993				3	22	19833	21224	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	5	+	23466				3	21	22147	21365	*	*	*
HISTORY	1	4	16800	21700	*	*	*	3	14	21900	21536	*	*	*
POLITICAL SCIENCE/GOVT	+	8	+	23699				4	39	21875	21781	*	*	*
PSYCHOLOGY	+	11	+	18250				5	42	17285	18586	*	*	*
SOCIOLOGY	1	3	19218	17739	*	*	*	2	26	21109	19043	*	*	*
SOCIAL SCIENCES-OTHER	1	2	21460	21230	*	*	*	8	41	18098	19251	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	21	+	31176				+	57	+	30445			
AGRICULTURAL	+	3	+	29700				+	13	+	32154			
ARCHITECTURAL	+	12	+	31217				+	23	+	31107			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	3	+	25833			
CHEMICAL	1	109	33600	37294	*	*	*	4	308	36345	37084	*	*	*
CIVIL	1	90	32253	29217	*	*	*	22	283	30110	29201	32253	29200	28000
COMPUTER	2	29	25000	31790	*	*	*	6	49	28317	31993	*	*	*
ELECTRICAL/ELECTRONIC	7	173	28686	33193	*	*	*	24	455	30390	33036	34000	30540	26500

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	2	+	$29700				+	2	+	$29700			
INDUSTRIAL	+	50	+	32040				2	113	$32300	31811	*	*	*
MECHANICAL	12	221	$32246	34131	*	*	*	32	538	31272	33979	$34000	$32200	$28000
METALLURGICAL	+	23	+	33558				2	41	31000	33815	*	*	*
MINING (INCL GEOLOGICAL)	+	4	+	33710				+	32	+	31018			
NUCLEAR	+	1	+	34000				+	8	+	32919			
PETROLEUM	+	29	+	38986				+	75	+	38798			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	2	33	27500	28359	*	*	*	6	54	26133	28264	*	*	*
INDUSTRIAL TECHNOLOGY	+	2	+	27000				+	9	+	24222			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	2	+	25000				1	20	16500	22075	*	*	*
ANIMAL SCIENCES	+	2	+	22000				+	12	+	21642			
PLANT SCIENCES	+	2	+	19000				+	4	+	22120			
NATURAL RESOURCES	+	3	+	18760				+	5	+	20056			
OTHER AGRICULTURAL SCIENC	+	6	+	28523				1	15	35000	26416	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	4	89	25655	30300	*	*	*	22	253	26984	29661	33020	27600	18720
COMPUTER PROGRAMMING	+	3	+	23746				7	12	30957	28695	*	*	*
INFORMATION SCIENCES & SY	1	36	29000	29804	*	*	*	14	79	25989	28326	*	*	*
SYSTEMS ANALYSIS	+	+	+	+				+	1	+	18600			
HEALTH SCIENCES														
ALLIED HEALTH	+	13	+	27178				1	45	14688	27835	*	*	*
HEALTH SCIENCES	1	6	16000	21705	*	*	*	1	23	16000	21061	*	*	*
NURSING	+	6	+	21147				1	34	24000	25366	*	*	*
PHARMACY	2	4	33500	37500	*	*	*	4	6	36250	38000	*	*	*
SCIENCES														
ACTUARIAL	+	1	+	23000				+	2	+	27700			
ARCHITECTURAL & ENVIRONME	+	2	+	25750				3	10	28567	25910	*	*	*
BIOLOGICAL	+	5	+	23742				2	18	16500	20895	*	*	*
CHEMISTRY	+	7	+	28394				1	21	18000	26631	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	4	+	27000				+	11	+	27832			
MATHEMATICS	1	12	26200	28120	*	*	*	5	39	22973	25408	*	*	*
PHYSICS	+	1	+	33600				2	6	30250	28267	*	*	*
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	1	+	19747			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	92	1838						498	5240					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	4	255	$28125	$27534	*	*	*	48	642	$26429	$26744	$30000	$26750	$24000
ACCOUNTING (PRIVATE)	4	93	22564	25336	*	*	*	21	255	22020	24411	26500	22000	18000
COMMERCIAL BANKING (CNSMR	1	5	15500	18960	*	*	*	7	19	21357	20884	*	*	*
COMMERCIAL BANKING (LENDG	+	9	+	25167				+	21	+	22595			
INVESTMT BANKING (CORP FN	+	1	+	21000				3	10	25500	25780	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				+	1	+	24000			
INVESTMT BANKG (REAL EST)	+	+	+	+				1	3	17500	18500	*	*	*
INVESTMT BANKG (SALES & T	+	+	+	+				+	6	+	22633			
FINANCIAL/TREASURY ANALYS	1	40	25000	25771	*	*	*	3	107	26000	25588	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	5	+	22640				1	11	23000	22564	*	*	*
UNDERWRITING	+	13	+	23193				7	39	20757	23495	*	*	*
INSURANCE - CLAIMS	1	11	22000	22498	*	*	*	7	39	21872	22954	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	+	+	+				+	9	+	20838			
MEDIA PLANNING	+	+	+	+				+	1	+	29000			
REPORTING	1	1	13960	13960	*	*	*	1	10	13960	15528	*	*	*
PRODUCTION	+	7	+	31214				1	22	14016	24226	*	*	*
PUBLIC RELATIONS	1	2	15600	17800	*	*	*	2	16	18600	18665	*	*	*
WRITING / EDITING	+	2	+	18100				1	12	25000	18833	*	*	*
MARKETING														
ADVERTISING	+	3	+	20667				+	9	+	21756			
BRAND/PRODUCT MANAGEMENT	+	12	+	25152				1	30	31800	25346	*	*	*
BUYER/MERCHANDISING	1	23	25000	24963	*	*	*	5	53	21880	23468	*	*	*
DISTRIBUTION	1	5	18000	26140	*	*	*	3	14	21000	25414	*	*	*
MARKET RESEARCH	+	5	+	28400				3	30	25500	25045	*	*	*
PURCHASING	+	3	+	23933				1	12	18500	23608	*	*	*
SALES	6	108	22033	25431	*	*	*	62	316	23956	24975	32000	24000	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	+	+	+				1	16	17300	19658	*	*	*
FINANC,TAXA, MONETARY POL	1	5	31750	25037	*	*	*	5	34	23535	22780	*	*	*
ECONOMIC PROGRAMS	+	1	+	24000				1	3	24000	21867	*	*	*
LAW ENFORCEMENT	+	2	+	28666				1	14	21000	23551	*	*	*
MILITARY	2	4	24025	24343	*	*	*	5	21	24838	23303	*	*	*
NATIONAL SECURITY	+	2	+	21000				+	4	+	22750			
URBAN / REGIONAL PLANNING	+	+	+	+				2	2	18910	18910	*	*	*
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	4	+	24500			
DESIGN / CONSTRUCT	3	101	28751	30603	*	*	*	24	290	29719	30697	33500	29200	26500
ENVIRONMENTAL/SANITATION	+	23	+	30630				4	56	32393	30272	*	*	*
MANUFACTURING/INDUSTRIAL	3	126	33567	33950	*	*	*	10	314	31270	33615	*	*	*
SYSTEMS / PROGRAMMING	+	19	+	31399				5	73	28740	32013	*	*	*
POWER SYSTEMS	4	18	30565	31601	*	*	*	8	80	30783	32740	*	*	*
SOFTWARE DESIGN & DEVELOP	2	19	26404	31281	*	*	*	6	52	29085	31940	*	*	*
HARDWARE DESIGN & DEVELOP	4	38	29685	33970	*	*	*	9	64	30227	33457	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	+	31	+	$33132				2	104	$26500	$33208	*	*	*
TESTING	2	17	$26252	30079	*	*	*	4	56	29022	30674	*	*	*
PROCESS ENGINEERING	1	98	33600	37239	*	*	*	7	274	34683	37199	*	*	*
PROJECT ENGINEERING	2	94	32668	35069	*	*	*	9	239	30537	34565	*	*	*
OTHER ENGINEERING	1	194	33000	32755	*	*	*	8	417	29917	32289	*	*	*
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	3	+	21667				1	14	28000	25075	*	*	*
INDUSTRIAL HYGIENE	+	1	+	23832				+	2	+	23916			
MEDICAL TECHNOLOGY	1	12	16000	26192	*	*	*	1	21	16000	24655	*	*	*
NURSES / PERSONAL CARE	+	5	+	23120				1	30	24000	25073	*	*	*
OCCUPATIONAL THERAPY	+	3	+	27339				+	11	+	28572			
PHARMACIST	2	4	33500	37500	*	*	*	4	6	36250	38000	*	*	*
PHYSICAL THERAPY	+	+	+	+				+	1	+	13440			
RESPIRATORY THERAPY	+	+	+	+				+	1	+	34000			
OTHER HEALTH RELATED	+	7	+	19411				1	44	15000	24341	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	1	+	10000				+	12	+	20517			
COUNSELING	+	6	+	15583				2	26	16344	16428	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	+	+	+			
SOCIAL WORK	1	3	19218	15571	*	*	*	3	17	16613	16173	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	5	72	23564	28365	*	*	*	23	188	26855	28000	$33000	$26500	$19000
INFORMATION SYSTEMS	3	21	31633	31766	*	*	*	12	77	25119	28387	*	*	*
SYSTEMS ANALYSIS & DESIGN	1	35	27600	31343	*	*	*	11	119	27531	29894	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	4	+	30960				+	6	+	31373			
AGRICULTURE/NAT'L RESOURC	+	13	+	22270				+	31	+	21820			
ARCHITECTURE	+	1	+	25000				1	5	30000	25880	*	*	*
CONSULTING	3	60	29800	28342	*	*	*	10	105	29240	28580	*	*	*
HUMAN RESRCS /INDUS RELS	1	7	18000	24076	*	*	*	11	36	21938	22577	*	*	*
MANAGEMENT TRAINEE	4	118	20565	22281	*	*	*	53	397	22110	21917	26700	22000	17000
MATH/STATISTICIANS	+	4	+	27791				2	8	18362	24761	*	*	*
PARALEGAL	+	+	+	+				2	5	18500	19000	*	*	*
RESEARCHERS NON-TECHNICAL	+	+	+	+				1	2	25000	27500	*	*	*
RESEARCHERS - TECHNICAL	+	1	+	30000				+	7	+	29879			
TEACHING	25	62	24222	21365	$26000	$26000	$21460	70	265	21939	20636	26000	22000	18500
TOTALS	92	1838						498	5240					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

SCPA REGIONAL Report No. 1 FEBRUARY 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	35	+	$31229				5	102	$30360	$30614	*	*	*
MBA--NON-TECH	13	48	$34885	34788	*	*	*	33	101	31281	32852	$36000	$32200	$26000
MBA--TECH	2	4	41550	40275	*	*	*	3	12	37700	34367	*	*	*
MS-BUSINESS	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	1	+	33000				+	5	+	34562			
HUMAN RESOURCES (INCL LAB	+	+	+	+				1	3	32000	31467	*	*	*
MANAGEMENT INFORMATION SY	+	1	+	27000				+	7	+	33886			
MARKETING/MKTNG MGT (RESE	+	1	+	40300				1	2	42000	41150	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	+	+	+				+	5	+	26392			
JOURNALISM	+	1	+	21500				+	1	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				4	9	24521	25857	*	*	*
ELEMENTARY EDUCATION	+	4	+	26450				+	24	+	24407			
PHYSICAL EDUCATION	+	+	+	+				+	3	+	21000			
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	+	+	+				+	5	+	25958			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	1	+	21000			
LETTERS	1	1	24000	24000	*	*	*	1	3	24000	20500	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				+	1	+	21325			
HUMANITIES - OTHER	+	1	+	35000				+	1	+	35000			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	7	+	26573			
SOCIOLOGY	+	1	+	24000				+	1	+	24000			
SOCIAL SCIENCES - OTHER	+	4	+	36575				2	11	23000	31826	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	1	+	34000				+	7	+	35017			
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	+	+	+			

continued

SCPA REGIONAL Report No. 1 FEBRUARY 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CHEMICAL	+	7	+	$39643				+	15	+	$39476			
CIVIL	+	17	+	34874				3	48	$38000	34894	*	*	*
COMPUTER	+	1	+	39600				+	1	+	39600			
ELECTRICAL/ELECTRONIC	+	21	+	36222				+	54	+	37410			
INDUSTRIAL	+	6	+	39175				+	13	+	36492			
MECHANICAL	+	27	+	40246				+	56	+	38121			
METALLURGICAL	+	7	+	36767				+	16	+	38014			
MINING & MINERAL	+	4	+	36825				+	13	+	35085			
NUCLEAR	+	+	+	+				+	2	+	37800			
PETROLEUM	+	4	+	43375				+	16	+	44806			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	1	1	$36000	36000	*	*	*	1	2	36000	28000	*	*	*
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	1	2	30000	25098	*	*	*	2	4	27500	25299	*	*	*
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				2	2	24679	24679	*	*	*
CHEMISTRY	+	+	+	+				+	2	+	27000			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	25	+	36340				8	49	37659	36074	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	4	+	41150				+	15	+	36507			
MATHEMATICS (INCL ACTUARI	+	3	+	29667				+	5	+	26280			
PHYSICS	+	1	+	22356				+	3	+	27219			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	18	233						66	632					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	4	19	$44125	$40874	*	*	*	8	31	$34633	$36365	*	*	*
MBA--TECH	+	1	+	25000				+	6	+	37667			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	3	18	36300	38833	*	*	*	3	27	36300	39307	*	*	*
MBA--TECH	+	2	+	39850				+	2	+	39850			
OVER 4 YEARS														
MBA--NON-TECH	2	17	45850	45747	*	*	*	5	45	42540	42731	*	*	*
MBA--TECH	+	1	+	33600				+	16	+	42894			
TOTALS	9	58						16	127					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	2	+	$50000				+	5	+	$54220			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	2	+	29377				+	4	+	35768			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				1	1	$30000	30000	*	*	*
FOREIGN LANGUAGES	+	1	+	28000				+	1	+	28000			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	1	+	52700				+	2	+	51350			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				1	1	30000	30000	*	*	*
ENGINEERING														
AEROSPACE	+	1	+	54080				+	3	+	46027			
CHEMICAL	+	2	+	48000				+	4	+	48865			
CIVIL	+	3	+	42667				+	3	+	42667			
COMPUTER	+	+	+	+				+	1	+	59500			
ELECTRICAL/ELECTRONIC	+	+	+	+				+	7	+	58457			
INDUSTRIAL ENGINEERING	+	1	+	54000				+	1	+	54000			
MECHANICAL	+	2	+	47202				+	2	+	47202			
METALLURGICAL	+	1	+	52440				+	5	+	45288			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	1	+	36000			
BIOLOGICAL	1	1	$33550	33550	*	*	*	1	1	33550	33550	*	*	*
CHEMISTRY	+	+	+	+				+	12	+	46047			
GEOLOGICAL (INCL GEOPHYS)	+	1	+	51000				+	4	+	51325			
MATHEMATICS	+	+	+	+				+	5	+	35300			
PHYSICS	+	+	+	+				+	1	+	40000			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	1	18						3	64					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS FEBRUARY 1991 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	26547 47 35000/24000			23500 2		40000 1			
BUSINESS ADMIN (INCL MGMT				19500 2		26000 1	21240 2	30000 1	
ECONOM & FINANCE (BANKING	23133 3			22857 7	21400 5	16560 1	27600 2		
HUMAN RSRCS (incl LABOR R				21500 2					
MANAGEMENT INFO SYSTEMS						28000 1	24180 5	28500 1	
MARKETING/MARK MGMT (RESR				23500 1	31500 1	30000 3	23083 6	26000 1	25000 1
ADVERTISING						24000 1			
COMMUNICATIONS						16000 1			
JOURNALISM		14000 1				22500 2			
LETTERS (incl English, Li						17000 1	25000 1		
PSYCHOLOGY						18500 1			
SOCIAL SCIENCES-OTHER				16200 1					
CIVIL								28000 1	30033 6
COMPUTER							25000 2		
ELECTRICAL/ELECTRONIC								29750 2	24433 3
MECHANICAL			28600 1						
ENGINEERING TECHNOLOGY							27267 3		
COMPUTER SCIENCE				26500 1		29800 1	28073 7		21700 2
COMPUTER PROGRAMMING							29500 3	31500 2	
INFORMATION SCIENCES & SY						29000 1	26050 4		
ARCHITECTURAL & ENVIRONME			30000 1						
MATHEMATICS				25200 1		26200 1			

AVERAGE SALARY OFFERS FEBRUARY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BUSINESS ADMIN (INCL MGMT		16000 2	19000 1	18000 1		18918 11			
ECONOM & FINANCE (BANKING	21800 4			24750 3	21000 1	16800 1			
HUMAN RSRCS (incl LABOR R	16000 1			23083 14			16000 1		
MANAGEMENT INFO SYSTEMS	23000 1								
MARKETING/MARK MGMT (RESR	18000 1	20000 1		22000 1		20700 12	21000 2		20000 1
COMMUNICATIONS						14016 1			13960 1
MERCHANDISING MANAGEMENT						19400 2			
HUMANITIES - OTHER				12000 1	20000 1				
HISTORY						18900 1			
POLITICAL SCIENCE/GOVT				18000 1		26500 1			
PSYCHOLOGY						22000 1			
SOCIAL SCIENCES-OTHER					18500 2				
MECHANICAL							30000 1		
COMPUTER SCIENCE				23000 1					
INFORMATION SCIENCES & SY	23000 3			26270 2					
PHARMACY						39000 1			

AVERAGE SALARY OFFERS FEBRUARY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			18000 1	24960 2	14500 1	20195 1	23800 2	21500 1	21500 1
BUSINESS ADMIN (INCL MGMT			26000 1		21000 2	27888 2	24000 2	20002 2	
ECONOM & FINANCE (BANKING				23460 1		21383 3			
HUMAN RSRCS (incl LABOR R				23200 1					
MANAGEMENT INFO SYSTEMS			24948 1						
MARKETING/MARK MGMT (RESR	19200 1		18000 2		26000 1				
REAL ESTATE	17000 1						20820 1		
JOURNALISM							21600 1		
ELEMENTARY EDUCATION					22819 34 26196/18600				
PRE-ELEMENTARY EDUCATION					22035 7				
PHYSICAL EDUCATION					20990 5				
SPECIAL EDUCATION					22139 6				
HUMAN ECOLOGY (HOME ECONO					21500 1				
FOREIGN LANGUAGES					18850 1				
LETTERS (incl English, Li					18300 4		20800 1		
VISUAL & PERFORMING ARTS					22300 2				
HUMANITIES - OTHER						27500 1			
CRIMINAL JUSTICE						17300 1	24570 2		
HISTORY							30000 1		
POLITICAL SCIENCE/GOVT							25000 1		
PSYCHOLOGY							20820 1		
SOCIOLOGY							19218 1		
SOCIAL SCIENCES-OTHER					20320 3		15310 2		

AVERAGE SALARY OFFERS FEBRUARY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
CIVIL			28575 4	30859 3			29922 3		
COMPUTER						26252 2			
ELECTRICAL/ELECTRONIC				32390 4		27688 4			
MECHANICAL				30253 3		26252 2	30176 2		
COMPUTER SCIENCE			27600 1	29000 1	22000 1		17400 2		
INFORMATION SCIENCES & SY			27300 3						
ALLIED HEALTH							14688 1		
HEALTH SCIENCES								16000 1	
NURSING								24000 1	
PHARMACY								37000 1	34500 2
BIOLOGICAL		15000 1			18000 1				
MATHEMATICS					20371 2				

AVERAGE SALARY OFFERS FEBRUARY 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BUSINESS ADMIN (INCL MGMT									30000 1
MANAGEMENT INFO SYSTEMS						30000 1			
MARKETING/MARK MGMT (RESR							25000 1		28633 4
HISTORY								16800 1	
CHEMICAL									35940 2
CIVIL					29184 1			29000 2	32000 1
ELECTRICAL/ELECTRONIC					30000 1				36000 1
MECHANICAL							33217 6	30000 1	33000 2
ENGINEERING TECHNOLOGY					20000 1				
COMPUTER SCIENCE									8400 1
ARCHITECTURAL & ENVIRONME							26500 1	29200 1	
CHEMISTRY									18000 1
PHYSICS								28500 1	32000 1

AVERAGE SALARY OFFERS FEBRUARY 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING		27600 1							
ECONOM & FINANCE (BANKING								26000 1	
MARKETING/MARK MGMT (RESR	28000 1	27772 1		22750 2					25333 3
ADVERTISING							18500 1		
COMMUNICATIONS			32500 1						
CIVIL									38400 1
COMPUTER		33700 2							
ELECTRICAL/ELECTRONIC	33060 4	31869 3			27000 1				
INDUSTRIAL		31800 1							
MECHANICAL		30100 4					32450 2	34250 2	
ENGINEERING TECHNOLOGY		26000 1	29000 1						
AGRIBUSINESS					16500 1				
OTHER AGRICULTURAL SCIENC							35000 1		
COMPUTER SCIENCE	34000 1								
COMPUTER PROGRAMMING	34000 1	31200 1							
INFORMATION SCIENCES & SY		27200 1							

AVERAGE SALARY OFFERS FEBRUARY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING				18000 2	27500 1		
BUSINESS ADMIN (INCL MGMT					26805 4		33000 1
ECONOM & FINANCE (BANKING					27500 1		24000 2
MANAGEMENT INFO SYSTEMS					27750 2		
MARKETING/MARK MGMT (RESR		30000 1	22000 1		25850 2		23251 8
ADVERTISING	26000 1						
JOURNALISM							15600 1
HUMAN ECOLOGY (HOME ECONO							17500 1
TEXTILES & CLOTHING					25400 2		
LETTERS (incl English, Li							18000 1
POLITICAL SCIENCE/GOVT	18000 1						
PSYCHOLOGY	12553 2						
SOCIOLOGY							23000 1
CHEMICAL					36750 2		
ELECTRICAL/ELECTRONIC			35400 1				
INDUSTRIAL						32800 1	
MECHANICAL		31000 1	31500 2			35900 1	29750 2
METALLURGICAL				31000 2			
COMPUTER SCIENCE					28325 2		32000 1
MATHEMATICS					22724 1		

AVERAGE SALARY OFFERS FEBRUARY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	26342 50 35000/24000	14000 1		21913 15	23083 6	24697 13	23880 16	28167 3	25000 1
BACHELOR - TECHNICAL			29300 2	25850 2		28333 3	27421 19	30100 5	26991 11

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	20600 7	17333 3	19000 1	22257 21 28000/18000	19500 4	19784 30 26500/16800	19333 3		16980 2
BACHELOR - TECHNICAL	23000 3			25180 3		39000 1	30000 1		

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	18100 2		20990 5	24155 4	21933 67 26196/18500	23115 8	22241 15	20501 3	21500 1
BACHELOR - TECHNICAL		15000 1	27975 8	31082 11	20185 4	26970 8	24951 8	25667 3	34500 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL						30000 1	25000 1	16800 1	28906 5
BACHELOR - TECHNICAL					26395 3		32257 7	29140 5	32698 9

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	28000 1	27686 2	32500 1	22750 2			18500 1	26000 1	25333 3
BACHELOR - TECHNICAL	33373 6	30739 13	29000 1		21750 2		33300 3	34250 2	38400 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	17276 4	30000 1	22000 1	18000 2	26685 12		
BACHELOR - TECHNICAL		31000 1	32800 3	31000 2	30575 5	34350 2	

AVERAGE SALARY OFFERS FEBRUARY 1991 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	26649 45 35000/24000	22257 15							
BUSINESS ADMIN (INCL MGMT		22752 2	15500 1						
ECONOM & FINANCE (BANKING	23133 3	21687 3	22100 5		22500 2		17500 1		26500 2
HUMAN RSRCS (incl LABOR R									25000 1
MARKETING/MARK MGMT (RESR			23500 1		31500 1				
INFORMATION SCIENCES & SY		18000 1							

AVERAGE SALARY OFFERS FEBRUARY 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT		18000 1							
ECONOM & FINANCE (BANKING	23000 1	22300 1	24950 1						
HUMAN RSRCS (incl LABOR R		23250 4	22039 4						
MARKETING/MARK MGMT (RESR			22000 1						
COMMUNICATIONS						13960 1	14016 1		
JOURNALISM								18600 2	
LETTERS (incl English, Li									25000 1
HUMANITIES - OTHER		12000 1							
POLITICAL SCIENCE/GOVT			18000 1						

AVERAGE SALARY OFFERS FEBRUARY 1991 GCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING							40000 1		23000 1
BUSINESS ADMIN (INCL MGMT				18000 1			23500 3		27875 2
ECONOM & FINANCE (BANKING							24333 3		22123 1
HUMAN RSRCS (incl LABOR R							22167 6		
MARKETING/MARK MGMT (RESR			22625 4		25500 3		23786 34 35000/18000		
ADVERTISING						18500 1	24000 1		
COMMUNICATIONS							24250 2		
JOURNALISM				28000 1					
HUMAN ECOLOGY (HOME ECONO							17500 1		
LETTERS (incl English, Li				17000 1					
CRIMINAL JUSTICE								17300 1	
HISTORY			18000 1						
POLITICAL SCIENCE/GOVT							18000 1		
PSYCHOLOGY							14535 3		
SOCIOLOGY							23000 1		
INDUSTRIAL		31800 1							
MECHANICAL							32800 3		
COMPUTER SCIENCE									16800 1
ARCHITECTURAL & ENVIRONME							26500 1		
PHYSICS							30250 2		

AVERAGE SALARY OFFERS FEBRUARY 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR		LAW ENFORCEMEN		MILITARY		NATIONAL SECUR	URBAN / REGION		BIOENGINEERING	DESIGN / CONST		ENVIRONMENTAL/		MANUFACTURING/	
BUSINESS ADMIN (INCL MGMT	24000	1			24025	1										
ECONOM & FINANCE (BANKING					21013	2										
REAL ESTATE								18910	2							
CRIMINAL JUSTICE			21000	1	28140	1										
HISTORY					30000	1										
CHEMICAL															36000	1
CIVIL											29744	15	33519	3		
COMPUTER											33000	1				
ELECTRICAL/ELECTRONIC											27900	2				
MECHANICAL											30025	4	29016	1	32088	8
ENGINEERING TECHNOLOGY											29000	1			20000	1
ARCHITECTURAL & ENVIRONME											29200	1				

AVERAGE SALARY OFFERS FEBRUARY 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ECONOM & FINANCE (BANKING	28200 1								
CHEMICAL							36460 3		
CIVIL		28522 1				29184 1			30000 1
COMPUTER			24000 1	26252 2		34400 1			
ELECTRICAL/ELECTRONIC	30000 1	29995 4	29404 2	32108 5		26252 1	35700 2	27000 1	30020 4
MECHANICAL		32587 3		33000 1		26252 1		30619 7	29751 3
METALLURGICAL							31000 2		
ENGINEERING TECHNOLOGY	28800 1			26000 1					
OTHER AGRICULTURAL SCIENC					35000 1				
COMPUTER SCIENCE			30250 2					33500 1	
COMPUTER PROGRAMMING	31500 1		31200 1						
CHEMISTRY					18000 1				
MATHEMATICS	25200 1								

AVERAGE SALARY OFFERS FEBRUARY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
MANAGEMENT INFO SYSTEMS	28000 1								
HEALTH SCIENCES			16000 1						
NURSING				24000 1					
PHARMACY						36250 4			
BIOLOGICAL									15000 1

AVERAGE SALARY OFFERS FEBRUARY 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT						21240 2			
MANAGEMENT INFO SYSTEMS					27000 2	23891 6	32000 2		
SOCIOLOGY				19218 1					
SOCIAL SCIENCES-OTHER				15310 2					
COMPUTER					26000 1				
ENGINEERING TECHNOLOGY					26500 2				
AGRIBUSINESS					16500 1				
COMPUTER SCIENCE		18000 1			26951 11	33000 2	26800 3		
COMPUTER PROGRAMMING					30333 3				
INFORMATION SCIENCES & SY					27250 2	24800 2	26407 6		
ALLIED HEALTH		14688 1							
MATHEMATICS					26200 1				

AVERAGE SALARY OFFERS FEBRUARY 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				23000 1					
BUSINESS ADMIN (INCL MGMT		30000 1	24750 2	21254 17					21000 2
ECONOM & FINANCE (BANKING		24500 2		22910 6	14000 1				
HUMAN RSRCS (incl LABOR R			20550 4						
MANAGEMENT INFO SYSTEMS				21500 1					
MARKETING/MARK MGMT (RESR		26000 1	25000 2	21625 11					26000 1
ADVERTISING				26000 1					
JOURNALISM				15500 2					
ELEMENTARY EDUCATION									22819 34 26196/18600
PRE-ELEMENTARY EDUCATION									22035 7
PHYSICAL EDUCATION									20990 5
SPECIAL EDUCATION									22139 6
HUMAN ECOLOGY (HOME ECONO									21500 1
TEXTILES & CLOTHING				25400 2					
MERCHANDISING MANAGEMENT				19400 2					
FOREIGN LANGUAGES									18850 1
LETTERS (incl English, Li			19400 2						18300 4
VISUAL & PERFORMING ARTS									22300 2
HUMANITIES - OTHER				27500 1		20000 1			
HISTORY				16800 1					
POLITICAL SCIENCE/GOVT				26500 1			25000 1		
PSYCHOLOGY			20820 1	22000 1					
SOCIAL SCIENCES-OTHER				18100 2		17000 1			20320 3

AVERAGE SALARY OFFERS FEBRUARY 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
CIVIL				28000 1					
ELECTRICAL/ELECTRONIC		29750 2							
INDUSTRIAL				32800 1					
MECHANICAL		35900 1							
COMPUTER SCIENCE									22000 1
COMPUTER PROGRAMMING		31500 2							
INFORMATION SCIENCES & SY		29000 1		27150 2					
ARCHITECTURAL & ENVIRONME	30000 1								
BIOLOGICAL									18000 1
MATHEMATICS					22724 1				20371 2

AVERAGE SALARY OFFERS FEBRUARY 1991 SCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26429 48 35000/24000	22221 20 27600/17000	21357 7		25500 3		17500 1		26000 3
BACHELOR - TECHNICAL		18000 1							

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	23000 1	20757 7	21872 7			13960 1	14016 1	18600 2	25000 1
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL			21880 5	21000 3	25500 3	18500 1	23211 56 40000/17500	17300 1	25218 4
BACHELOR - TECHNICAL		31800 1					30900 6		16800 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	24000 1	21000 1	24838 5		18910 2				
BACHELOR - TECHNICAL							29719 24 36000/26500	32393 4	31270 10

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	28200 1								
BACHELOR - TECHNICAL	28875 4	30783 8	29085 6	30227 9	26500 2	29022 4	34683 7	30537 9	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	28000 1								
BACHELOR - TECHNICAL			16000 1	24000 1		36250 4			

AVERAGE SALARY OFFERS FEBRUARY 1991 SCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL				16613 3	27000 2	23229 8	32000 2		
BACHELOR - TECHNICAL		16344 2			26841 21 38000/19000	28900 4	26538 9		

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		26250 4	21938 11	21566 49 30000/16800	14000 1	18500 2	25000 1		22045 66 26196/18600
BACHELOR - TECHNICAL	30000 1	31233 6		28775 4	22724 1				20185 4

AVERAGE SALARY OFFERS FEBRUARY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	33813 8			29000 1		32000 2	28000 2	35200 5	
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH			28100 5	40000 1					
MBA--TECH	30000 1								

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH				22800 2			20280 1	30000 1	
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH							34800 1		
MBA--TECH									41550 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									33300 1
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH					38000 1	30000 1	24300 1
MBA--TECH							

A3740-L5U

College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 2 March 1991

SOUTHERN REGION (SCPA)

Alabama A&M University
University of Alabama
University of Alabama-Engineering
University of Alabama-Birmingham
Auburn University
Augusta College
Averett College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University-Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University-Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
University of Louisville - Engineering
Mars Hill College
Mary Washington College
Memphis State University
Mercer University - Atlanta
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
University of Montevallo
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Asheville
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Institute of Paper & Science
Presbyterian College
Queens College
Randolph-Macon Woman's College
Ringling School of Art & Design
Rollins College
St. Augustine's College
Samford university
University of South Alabama
University of South Carolina
University of South Carolina-Aiken
University of South Carolina - Coastal
University of South Carolina - Spartanburg
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt Unviersity - Owen Graduate School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University - Babcock Graduate School of Management
Western Carolina University
Western Kentucky University
West Georgia College
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Southern** Region.

The data are based on salary offers made to students graduating between September 1, 1990 and August 31, 1910. Tables on pages 1 through 8 list data on both regional and national levels for the inferim period (February 8, 1991, through March 8, 1991) and cumulatively (September 1, 1990, and March 8, 1991).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 2/8/91 THROUGH 3/8/91

CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
BUSINESS														
ACCOUNTING	31	421	$26061	$28375	$28800	$27500	$21000	123	1618	$25525	$26603	$30000	$26500	$20195
BUSINESS ADMIN (INCL MGMT	14	47	22375	24948	*	*	*	65	431	22033	23096	30000	21000	17000
DISTRIBUTION MANAGEMENT	+	5	+	28500				+	8	+	27613			
ECONOM & FINANCE (BANKING	4	87	21375	26679	*	*	*	54	464	22791	25002	27000	23000	18000
HOTEL/RESTAURANT MGMT.	6	9	19675	20061	*	*	*	7	38	19771	21097	*	*	*
HUMAN RSRCS (incl LABOR R	4	8	23750	25375	*	*	*	23	46	22450	24027	25000	24000	18000
MANAGEMENT INFO SYSTEMS	3	17	23640	29077	*	*	*	15	164	25451	27781	*	*	*
MARKETING/MARK MGMT (RESR	6	69	24125	25528	*	*	*	85	456	23620	23540	30000	23400	18000
REAL ESTATE	+	+	+	+				2	4	18910	20080	*	*	*
COMMUNICATIONS														
ADVERTISING	3	9	20300	22433	*	*	*	7	35	20343	21767	*	*	*
COMMUNICATIONS	2	23	20688	21644	*	*	*	8	104	19106	21583	*	*	*
JOURNALISM	1	18	21000	20510	*	*	*	9	59	17722	18833	*	*	*
TELECOMMUN/BROADCASTING	1	8	24000	26250	*	*	*	1	17	24000	23106	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	4	27	21687	18665	*	*	*	38	191	22700	19937	26000	25100	18600
PRE-ELEMENTARY EDUCATION	+	+	+	+				7	25	22035	17139	*	*	*
PHYSICAL EDUCATION	+	1	+	16305				6	21	21325	19120	*	*	*
SPECIAL EDUCATION	+	2	+	23000				6	36	22139	23017	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				4	9	21625	19411	*	*	*
TEXTILES & CLOTHING	+	13	+	20015				2	23	25400	20978	*	*	*
MERCHANDISING MANAGEMENT	2	3	21000	21833	*	*	*	4	24	20200	21388	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	5	+	19484				1	15	18850	21434	*	*	*
LETTERS (incl English, Li	4	13	21875	22346	*	*	*	12	52	20125	21681	*	*	*
VISUAL & PERFORMING ARTS	+	14	+	17767				2	42	22300	19738	*	*	*
HUMANITIES - OTHER	+	10	+	23248				3	32	19833	21856	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	9	+	19650				3	37	22147	21057	*	*	*
HISTORY	1	7	20000	18034	*	*	*	5	24	21340	20447	*	*	*
POLITICAL SCIENCE/GOVT	3	13	22906	21540	*	*	*	9	60	22246	21665	*	*	*
PSYCHOLOGY	1	20	17000	19419	*	*	*	8	74	18897	18802	*	*	*
SOCIOLOGY	2	8	20500	20150	*	*	*	6	38	18103	18943	*	*	*
SOCIAL SCIENCES-OTHER	1	12	22500	19205	*	*	*	9	56	18587	19088	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	6	+	28110				+	74	+	30318			
AGRICULTURAL	+	1	+	25000				+	17	+	31471			
ARCHITECTURAL	+	1	+	29700				+	26	+	30727			
BIOENGINEERING & BIOMEDIC	+	1	+	30000				+	4	+	26875			
CHEMICAL	+	120	+	37985				7	685	35654	36990	*	*	*
CIVIL	+	50	+	31054				23	390	30408	29798	33900	29200	28000
COMPUTER	+	10	+	34270				6	73	28317	32056	*	*	*
ELECTRICAL/ELECTRONIC	+	94	+	33073				39	737	30170	32943	34000	30000	26252

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	2	+	$29700			
INDUSTRIAL	+	14	+	$33673				8	164	$32669	32058	*	*	*
MECHANICAL	+	144	+	34333				58	891	31656	33897	$34800	$32400	$27000
METALLURGICAL	+	9	+	33904				3	54	31467	33803	*	*	*
MINING (INCL GEOLOGICAL)	+	+	+	+				+	32	+	31018			
NUCLEAR	+	+	+	+				+	9	+	32895			
PETROLEUM	+	22	+	40664				+	123	+	38486			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	+	10	+	29770				8	97	26900	27814	*	*	*
INDUSTRIAL TECHNOLOGY	+	3	+	31500				+	12	+	26042			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	15	+	22263				2	43	19500	21949	*	*	*
ANIMAL SCIENCES	1	8	$21840	20805	*	*	*	2	23	20670	21528	*	*	*
PLANT SCIENCES	+	2	+	20000				+	6	+	21413			
NATURAL RESOURCES	+	1	+	28080				1	8	17400	21095	*	*	*
OTHER AGRICULTURAL SCIENC	+	5	+	24338				3	23	26400	25440	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	3	47	30260	31146	*	*	*	28	395	27766	30153	33500	28584	18720
COMPUTER PROGRAMMING	+	+	+	+				9	15	31189	29123	*	*	*
INFORMATION SCIENCES & SY	+	22	+	30948				14	102	25989	28800	*	*	*
SYSTEMS ANALYSIS	1	2	22000	23500	*	*	*	1	3	22000	21867	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	+	10	+	29696				2	59	18992	27774	*	*	*
HEALTH SCIENCES	+	1	+	24500				2	26	13824	20944	*	*	*
NURSING	+	3	+	25333				4	55	28700	27964	*	*	*
PHARMACY	21	21	40099	40099	$43000	$39520	$38000	25	27	39483	39633	43000	39520	37000
SCIENCES														
ACTUARIAL	+	2	+	22750				+	4	+	25225			
ARCHITECTURAL & ENVIRONME	+	1	+	25000				3	15	28567	25927	*	*	*
BIOLOGICAL	1	7	20820	21902	*	*	*	5	30	17452	20410	*	*	*
CHEMISTRY	+	2	+	28840				1	37	18000	27625	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	3	+	23267				+	17	+	27691			
MATHEMATICS	+	8	+	21746				8	61	23233	25595	*	*	*
PHYSICS	+	+	+	+				2	13	30250	28176	*	*	*
OTHER PHYSICAL & EARTH SC	+	2	+	18400				+	4	+	20637			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	120	1525						788	8559					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	24	371	$27117	$28512	$28800	$27500	$25500	87	1234	$26562	$27135	$30000	$27000	$24000
ACCOUNTING (PRIVATE)	7	55	22443	27180	*	*	*	42	396	22606	24744	27500	22730	17000
COMMERCIAL BANKING (CNSMR	3	5	23667	25600	*	*	*	11	28	21409	21850	*	*	*
COMMERCIAL BANKING (LENDG	+	10	+	24920				+	34	+	23065			
INVESTMT BANKING (CORP FN	+	+	+	+				3	13	25500	25577	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				+	1	+	24000			
INVESTMT BANKG (REAL EST)	+	1	+	20000				1	4	17500	18875	*	*	*
INVESTMT BANKG (SALES & T	+	+	+	+				+	11	+	23963			
FINANCIAL/TREASURY ANALYS	1	30	28500	28731	*	*	*	9	167	23469	26242	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	+	+	+				2	16	22000	21160	*	*	*
UNDERWRITING	4	16	24125	24000	*	*	*	14	71	22107	23705	*	*	*
INSURANCE - CLAIMS	4	6	21344	19849	*	*	*	11	51	21680	22344	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	4	+	17145				1	14	14000	19295	*	*	*
MEDIA PLANNING	+	1	+	35000				1	5	18500	25460	*	*	*
REPORTING	+	+	+	+				3	13	12587	14975	*	*	*
PRODUCTION	+	7	+	21377				1	35	14016	24503	*	*	*
PUBLIC RELATIONS	2	11	27309	20603	*	*	*	4	30	22954	19384	*	*	*
WRITING / EDITING	1	7	20500	21586	*	*	*	2	20	22750	19635	*	*	*
MARKETING														
ADVERTISING	1	5	16500	18800	*	*	*	2	17	14750	20135	*	*	*
BRAND/PRODUCT MANAGEMENT	+	11	+	19066				3	68	30600	23855	*	*	*
BUYER/MERCHANDISING	1	37	22500	21831	*	*	*	8	99	21738	22841	*	*	*
DISTRIBUTION	1	8	24000	29558	*	*	*	6	30	23667	26709	*	*	*
MARKET RESEARCH	1	2	17500	27500	*	*	*	5	39	23800	25261	*	*	*
PURCHASING	+	3	+	29293				1	17	18500	24787	*	*	*
SALES	7	87	23334	25831	*	*	*	84	488	23783	24882	31000	24000	17500
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	3	+	21000				1	19	17300	19870	*	*	*
FINANC,TAXA, MONETARY POL	1	4	22000	20725	*	*	*	7	42	23896	22802	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				2	7	24000	22056	*	*	*
LAW ENFORCEMENT	2	6	21500	21723	*	*	*	3	25	21333	22986	*	*	*
MILITARY	+	3	+	23667				6	26	24198	23803	*	*	*
NATIONAL SECURITY	+	3	+	16867				+	7	+	20229			
URBAN / REGIONAL PLANNING	+	4	+	17892				2	7	18910	17261	*	*	*
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	4	+	24500			
DESIGN / CONSTRUCT	+	63	+	32387				34	440	30004	30781	33600	29200	26500
ENVIRONMENTAL/SANITATION	+	13	+	31084				5	81	32274	30503	*	*	*
MANUFACTURING/INDUSTRIAL	+	69	+	34221				27	480	30720	33740	34000	32000	26000
SYSTEMS / PROGRAMMING	+	14	+	33901				5	109	28740	32129	*	*	*
POWER SYSTEMS	+	9	+	30940				10	108	30871	32930	*	*	*
SOFTWARE DESIGN & DEVELOP	+	17	+	33648				7	91	29687	32469	*	*	*
HARDWARE DESIGN & DEVELOP	+	27	+	32988				10	94	30621	33354	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	+	32	+	$34059				9	173	$33648	$33937	*	*	*
TESTING	+	16	+	31264				4	82	29022	30457	*	*	*
PROCESS ENGINEERING	+	101	+	38696				8	553	34473	37480	*	*	*
PROJECT ENGINEERING	+	47	+	36312				17	403	31567	34231	*	*	*
OTHER ENGINEERING	+	67	+	33239				14	714	30050	32598	*	*	*
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	1	$22000	22000	*	*	*	2	19	25000	24503	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	2	+	23916			
MEDICAL TECHNOLOGY	+	4	+	23925				2	28	19648	24349	*	*	*
NURSES / PERSONAL CARE	+	4	+	22120				4	51	28700	27158	*	*	*
OCCUPATIONAL THERAPY	+	5	+	28360				+	17	+	29035			
PHARMACIST	21	22	40099	39483	$43000	$39520	$38000	25	28	39483	39165	$43000	$39520	$37000
PHYSICAL THERAPY	+	2	+	25545				1	4	11648	19045	*	*	*
RESPIRATORY THERAPY	+	2	+	36828				+	3	+	35885			
OTHER HEALTH RELATED	1	5	20820	20876	*	*	*	2	53	17910	24256	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	1	3	23000	21240	*	*	*	1	15	23000	20661	*	*	*
COUNSELING	1	8	17000	15363	*	*	*	3	41	16563	16686	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	1	+	15240			
SOCIAL WORK	+	6	+	20408				3	29	16613	16927	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	2	43	32390	30559	*	*	*	25	305	27298	28420	33020	26500	19000
INFORMATION SYSTEMS	1	13	26000	31862	*	*	*	15	107	25829	29174	*	*	*
SYSTEMS ANALYSIS & DESIGN	1	15	27820	30872	*	*	*	14	191	28190	29761	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	2	+	30000				+	10	+	30424			
AGRICULTURE/NAT'L RESOURC	+	19	+	21821				2	55	15420	21431	*	*	*
ARCHITECTURE	+	1	+	25000				1	7	30000	25057	*	*	*
CONSULTING	2	38	27500	29047	*	*	*	13	175	29262	28662	*	*	*
HUMAN RESRCS /INDUS RELS	+	6	+	25033				13	50	21640	22429	*	*	*
MANAGEMENT TRAINEE	23	100	20311	22954	22750	20000	17100	102	594	21474	22256	26000	21000	17000
MATH/STATISTICIANS	+	3	+	20747				5	16	21544	23501	*	*	*
PARALEGAL	+	+	+	+				2	5	18500	19000	*	*	*
RESEARCHERS NON-TECHNICAL	+	+	+	+				2	5	22500	24400	*	*	*
RESEARCHERS - TECHNICAL	+	+	+	+				+	16	+	29153			
TEACHING	6	48	21125	19721	*	*	*	79	366	21869	20511	26000	22000	18600
TOTALS	120	1525						788	8559					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

SCPA REGIONAL Report No. 2 MARCH 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	1	15	$27000	$37500	*	*	*	6	142	$29800	$31118	*	*	*
MBA--NON-TECH	3	38	23867	36570	*	*	*	42	156	31688	33870	$37000	$32100	$24300
MBA--TECH	+	7	+	50757				3	20	37700	39435	*	*	*
MS-BUSINESS	+	6	+	50654				+	7	+	49132			
ECONOMICS & FINANCE (BANK	+	28	+	44118				+	34	+	42209			
HUMAN RESOURCES (INCL LAB	+	1	+	35500				1	6	32000	28817	*	*	*
MANAGEMENT INFORMATION SY	+	+	+	+				+	7	+	33886			
MARKETING/MKTNG MGT (RESE	+	12	+	45745				1	14	42000	45088	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	1	1	32800	32800	*	*	*	1	6	32800	27460	*	*	*
JOURNALISM	+	1	+	21500				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				5	15	23017	24187	*	*	*
ELEMENTARY EDUCATION	+	+	+	+				+	26	+	24472			
PHYSICAL EDUCATION	+	+	+	+				+	4	+	24500			
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	+	+	+				+	9	+	23896			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	16650			
LETTERS	+	+	+	+				1	4	24000	23500	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				+	2	+	21163			
HUMANITIES - OTHER	+	2	+	35000				+	3	+	35000			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	1	+	12600				+	9	+	23945			
SOCIOLOGY	+	1	+	28000				+	3	+	24267			
SOCIAL SCIENCES - OTHER	+	2	+	25500				2	13	23000	30853	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	1	+	40000				+	8	+	35640			
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	+	+	+			
CHEMICAL	+	8	+	40934				+	25	+	39818			

continued

SCPA REGIONAL Report No. 2 MARCH 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	+	10	+	$35110				3	60	$38000	$34900	*	*	*
COMPUTER	+	1	+	35200				+	2	+	37400			
ELECTRICAL/ELECTRONIC	+	21	+	41129				1	86	31490	38078	*	*	*
INDUSTRIAL	+	+	+	+				+	18	+	36437			
MECHANICAL	+	10	+	36704				+	82	+	38000			
METALLURGICAL	+	+	+	+				+	16	+	38014			
MINING & MINERAL	+	+	+	+				+	13	+	35085			
NUCLEAR	+	+	+	+				+	2	+	37600			
PETROLEUM	+	4	+	42300				+	22	+	43523			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	2	+	21091			
HEALTH SCIENCES	+	1	+	25000				2	4	30500	26500	*	*	*
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				2	5	27500	27239	*	*	*
ARCHITECTURAL & ENVIRONME	+	+	+	+				1	1	28080	28080	*	*	*
BIOLOGICAL	+	+	+	+				2	2	24679	24679	*	*	*
CHEMISTRY	+	+	+	+				+	7	+	32486			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	2	+	45500				8	59	37659	36904	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	25	+	36393			
MATHEMATICS (INCL ACTUARI	+	1	+	35000				+	8	+	26900			
PHYSICS	+	+	+	+				+	3	+	27219			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	5	174						81	939					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	35	+	$51463				11	72	$37162	$44058	*	*	*
MBA--TECH	+	8	+	54688				+	15	+	47100			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	33	+	53455				8	73	41863	45901	*	*	*
MBA--TECH	+	27	+	57141				+	30	+	55584			
OVER 4 YEARS														
MBA--NON-TECH	+	20	+	57315				6	69	42783	47032	*	*	*
MBA--TECH	+	14	+	54693				+	30	+	48400			
TOTALS	+	137						25	289					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	+	+	+				+	5	+	$54220			
ECONOMICS	+	+	+	+				+	+	+	*			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	$43000				+	5	+	37214			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				1	1	$30000	30000	*	*	*
FOREIGN LANGUAGES	1	1	$45739	45739	*	*	*	1	2	45739	36870	*	*	*
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	3	+	50000				+	5	+	50540			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				1	1	30000	30000	*	*	*
ENGINEERING														
AEROSPACE	+	+	+	+				+	3	+	46027			
CHEMICAL	+	3	+	53820				+	12	+	52177			
CIVIL	+	+	+	+				+	5	+	41399			
COMPUTER	+	1	+	45000				+	2	+	52250			
ELECTRICAL/ELECTRONIC	+	1	+	36000				+	9	+	56133			
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	1	+	36000				+	3	+	43468			
METALLURGICAL	+	3	+	47000				+	8	+	45930			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	1	+	36000			
BIOLOGICAL	+	+	+	+				1	1	33550	33550	*	*	*
CHEMISTRY	+	3	+	49000				+	34	+	49060			
GEOLOGICAL (INCL GEOPHYS)	+	2	+	56000				+	7	+	50549			
MATHEMATICS	+	1	+	54400				+	6	+	38483			
PHYSICS	+	1	+	40000				+	2	+	40000			
POLYMER	1	1	53400	53400	*	*	*	1	1	53400	53400	*	*	*
TOTALS	2	22						5	114					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MARCH 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	26770 87 35000/24000			23500 2		40000 1			24600 1
BUSINESS ADMIN (INCL MGMT	25000 1			20800 5		26000 1	24296 5	30000 1	
ECONOM & FINANCE (BANKING	23725 4			22740 10	21400 5	16560 1	27600 2		
HUMAN RSRCS (incl LABOR R				21500 2			30000 1		
MANAGEMENT INFO SYSTEMS						28000 1	24787 6	28500 1	
MARKETING/MARK MGMT (RESR				23500 1	31500 1	28200 5	23083 6	26000 1	25000 1
ADVERTISING		16000 2				24000 1			
COMMUNICATIONS		14000 1				16000 1			
JOURNALISM		14000 1				22500 2			
LETTERS (incl English, Li						17000 1	25000 1		
HISTORY				20000 1					
PSYCHOLOGY						18500 1			
SOCIOLOGY				15000 1					
SOCIAL SCIENCES-OTHER				16200 1					
CIVIL								28000 1	30033 6
COMPUTER							25000 2		
ELECTRICAL/ELECTRONIC			29016 1					28833 3	24433 3
MECHANICAL			28600 2				33735 2	33600 1	37450 2
ENGINEERING TECHNOLOGY							27267 3		
COMPUTER SCIENCE				26500 1		30290 2	28073 7		21700 2
COMPUTER PROGRAMMING							30500 5	31500 2	
INFORMATION SCIENCES & SY						29000 1	26050 4		
ARCHITECTURAL & ENVIRONME			30000 1						

AVERAGE SALARY OFFERS MARCH 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MATHEMATICS				25200 1		26200 1		25000 1	

AVERAGE SALARY OFFERS MARCH 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING			20000 1	24500 1		15750 2			
BUSINESS ADMIN (INCL MGMT	17500 2	18175 4	19000 1	19667 3		19800 17			
ECONOM & FINANCE (BANKING	21150 8			23658 6	21000 1	19767 3			
HOTEL/RESTAURANT MGMT.		19425 4	20233 3						
HUMAN RSRCS (incl LABOR R	16000 1			22833 17			16000 1		
MANAGEMENT INFO SYSTEMS	23000 1			26000 1					
MARKETING/MARK MGMT (RESR	18000 1	20000 1		24500 5		20945 19	21000 2		20000 1
COMMUNICATIONS				24375 1		17339 3			13960 1
JOURNALISM						21000 1			13000 1
MERCHANDISING MANAGEMENT						20200 4			
HUMANITIES - OTHER				12000 1	20000 1				
HISTORY						19950 2			
POLITICAL SCIENCE/GOVT				18000 1		26500 1			
PSYCHOLOGY						23250 3			
SOCIOLOGY						10400 1			
SOCIAL SCIENCES-OTHER					18500 2				
MECHANICAL							30000 1		
COMPUTER SCIENCE				23000 1					
INFORMATION SCIENCES & SY	23000 3			26270 2					
PHARMACY						40846 19			

AVERAGE SALARY OFFERS MARCH 1991 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			24000 2	24980 2	13250 2	20805 4	21331 4	21500 1	21500
BUSINESS ADMIN (INCL MGMT			24000 2		20667 3	25599 3	24000 2	20002 2	
ECONOM & FINANCE (BANKING			24000 1	23460 1		21537 4			
HUMAN RSRCS (incl LABOR R				23200 1					
MANAGEMENT INFO SYSTEMS			24948 1						
MARKETING/MARK MGMT (RESR	19200 1		21333 3	17000 1	26000 1				
REAL ESTATE	17000 1						20820 1		
ADVERTISING					28900 1				
JOURNALISM					18500 1		21600 1		
ELEMENTARY EDUCATION					22700 38 26196/18600				
PRE-ELEMENTARY EDUCATION					22035 7				
PHYSICAL EDUCATION					21325 6				
SPECIAL EDUCATION					22139 6				
HUMAN ECOLOGY (HOME ECONO				26500 1	21500 1	21000 1			
FOREIGN LANGUAGES					18850 1				
LETTERS (incl English, Li					18640 5		20400 2		
VISUAL & PERFORMING ARTS					22300 2				
HUMANITIES - OTHER						27500 1			
CRIMINAL JUSTICE						17300 1	24570 2		
HISTORY							30000 1		
POLITICAL SCIENCE/GOVT						25717 1	22667 3		
PSYCHOLOGY							20820 1		17000 1
SOCIOLOGY							19218 1		

AVERAGE SALARY OFFERS MARCH 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
SOCIAL SCIENCES-OTHER					20320 3		15310 2		
CIVIL			28575 4	32382 4			29922 3		
COMPUTER						26252 2			
ELECTRICAL/ELECTRONIC				30659 7		27271 8			
MECHANICAL				30524 4		26252 2	27184 3		
ANIMAL SCIENCES					19500 1				
NATURAL RESOURCES							17400 1		
OTHER AGRICULTURAL SCIENC							22700 1		
COMPUTER SCIENCE		26000 1	27600 1	29750 2	22000 1		17400 2		
INFORMATION SCIENCES & SY			27300 3						
SYSTEMS ANALYSIS									22000 1
ALLIED HEALTH							14688 1	23296 1	
HEALTH SCIENCES								13824 2	
NURSING								27000 2	30400 2
PHARMACY								35500 4	34500 2
BIOLOGICAL		17500 2			18000 1	13440 1	20820 1		
MATHEMATICS					20371 2	20195 1			

AVERAGE SALARY OFFERS MARCH 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					27000 1				
BUSINESS ADMIN (INCL MGMT						25000 1		18000 2	30000 1
MANAGEMENT INFO SYSTEMS						30000 1			
MARKETING/MARK MGMT (RESR						25000 1	25000 1	18000 2	27192 8
LETTERS (incl English, Li									27000 1
HISTORY								16800 1	
SOCIOLOGY				23000 1					
CHEMICAL									36560 3
CIVIL					29184 1			29000 2	32000 1
ELECTRICAL/ELECTRONIC					30000 1		32800 1		36750 2
INDUSTRIAL						34750 1		32000 1	
MECHANICAL							32663 8	30000 1	34550 8
ENGINEERING TECHNOLOGY					20000 1				
AGRIBUSINESS						22500 1			
ANIMAL SCIENCES								21840 1	
COMPUTER SCIENCE									38400 1
ARCHITECTURAL & ENVIRONME							26500 1	29200 1	
CHEMISTRY									18000 1
MATHEMATICS									25800 1
PHYSICS								28500 1	32000 1

AVERAGE SALARY OFFERS MARCH 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	28400 1	28300 2						28000 2	
BUSINESS ADMIN (INCL MGMT		28500 1	30000 1						
ECONOM & FINANCE (BANKING		24000 1						26800 2	
MANAGEMENT INFO SYSTEMS									17100 1
MARKETING/MARK MGMT (RESR	22750 2	27772 1		25500 3					25333 3
ADVERTISING							18500 1		
COMMUNICATIONS			32500 1						
TELECOMMUN/BROADCASTING			24000 1						
POLITICAL SCIENCE/GOVT			24000 1						
SOCIOLOGY			18000 1						
SOCIAL SCIENCES-OTHER			22500 1						
CIVIL									38400 1
COMPUTER		33700 2							
ELECTRICAL/ELECTRONIC	33060 4	31785 6			27000 1				
INDUSTRIAL		33900 2	34000 1						
MECHANICAL		30100 4			28800 2		32450 2	34250 2	
METALLURGICAL					32400 1				
ENGINEERING TECHNOLOGY		25500 2	29000 1						
AGRIBUSINESS					16500 1				
OTHER AGRICULTURAL SCIENC			21500 1				35000 1		
COMPUTER SCIENCE	31750 2	34000 1			33000 1				
COMPUTER PROGRAMMING	34000 1	31200 1							
INFORMATION SCIENCES & SY		27500 1							

AVERAGE SALARY OFFERS MARCH 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
ACCOUNTING							18000	2	22750	2			18750	2
BUSINESS ADMIN (INCL MGMT									26805	4			23950	3
ECONOM & FINANCE (BANKING									26333	3			24000	2
MANAGEMENT INFO SYSTEMS									27750	2				
MARKETING/MARK MGMT (RESR			30000	1	22000	1			25850	2	28250	2	23251	8
ADVERTISING	26000	1									13000	1		
JOURNALISM													13200	2
HUMAN ECOLOGY (HOME ECONO													17500	1
TEXTILES & CLOTHING									25400	2				
LETTERS (incl English, Li													19250	2
POLITICAL SCIENCE/GOVT	18000	1					20000	1						
PSYCHOLOGY	12553	2												
SOCIOLOGY													23000	1
CHEMICAL									36750	2			33200	2
ELECTRICAL/ELECTRONIC					35400	1					33400	1		
INDUSTRIAL									32000	1	32800	1	28000	1
MECHANICAL			31000	1	31500	2			30000	1	34270	2	30638	8
METALLURGICAL							31000	2						
ENGINEERING TECHNOLOGY													33400	1
COMPUTER SCIENCE									28325	2			32000	1
MATHEMATICS									22724	1				

AVERAGE SALARY OFFERS MARCH 1991 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	26619 92 35000/24000	15000 4		21570 23 25500/16500	23083 6	24804 15	24710 21 33000/20000	28167 3	24800 2
BACHELOR - TECHNICAL			29054 4	25850 2		28945 4	28369 23 38000/23500	29513 8	28600 13

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	20092 13	18933 9	19940 5	22680 36 30000/20000	19500 4	20102 56 26500/17000	19333 3		15653 3
BACHELOR - TECHNICAL	23000 3			25180 3		40846 19	30000 1		

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	18100 2		23216 9	23353 6	21800 77 28900/18500	22512 15	21717 20 30000/18852	20501 3	19250 2
BACHELOR - TECHNICAL		20333 3	27975 8	30925 17	20048 5	25487 14	23477 12	27438 9	30360 5

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL				23000 1	27000 1	26667 3	25000 1	17760 5	27453 10
BACHELOR - TECHNICAL					26395 3	28625 2	32060 10	28506 7	33654 18

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	24633 3	27374 5	25167 6	25500 3			18500 1	27400 4	23275 4
BACHELOR - TECHNICAL	32820 7	31037 19	28167 3		27750 6		33300 3	34250 2	38400 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	17276 4	30000 1	22000 1	18667 3	25981 15	23167 3	
BACHELOR - TECHNICAL		31000 1	32800 3	31000 2	30696 7	33685 4	

AVERAGE SALARY OFFERS MARCH 1991 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	26699 83 35000/24000	22854 35 30000/17000							18862 2
BUSINESS ADMIN (INCL MGMT		22176 3	20333 3						28500 1
ECONOM & FINANCE (BANKING	23725 4	21687 3	22667 6		22500 2		17500 1		24000 5
HUMAN RSRCS (incl LABOR R									25000 1
MARKETING/MARK MGMT (RESR			23500 1		31500 1				
SOCIOLOGY			15000 1						
INFORMATION SCIENCES & SY		18000 1							

AVERAGE SALARY OFFERS MARCH 1991 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT		18000 1	20500 2						
ECONOM & FINANCE (BANKING	22000 2	23333 3	24950 1						
HUMAN RSRCS (incl LABOR R		22600 5	21631 5						
MANAGEMENT INFO SYSTEMS		26000 1							
MARKETING/MARK MGMT (RESR		23500 3	22000 1						
ADVERTISING								28900 1	
COMMUNICATIONS			24375 1	14000 1		13960 1	14016 1		
JOURNALISM					18500 1	11900 2		18600 2	
LETTERS (incl English, Li									22750 2
HUMANITIES - OTHER		12000 1							
POLITICAL SCIENCE/GOVT			18000 1					25717 1	

AVERAGE SALARY OFFERS MARCH 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING							40000 1		23000 1
BUSINESS ADMIN (INCL MGMT		33000 1	25000 1	18000 1			22900 5		27875 2
ECONOM & FINANCE (BANKING							23250 4		23908 3
HUMAN RSRCS (incl LABOR R							22571 7		
MARKETING/MARK MGMT (RESR		27000 1	21500 5	26333 3	23800 5		24046 44 35000/18000		
ADVERTISING	14750 2					18500 1	19750 2		
COMMUNICATIONS							24250 2		
JOURNALISM				28000 1					
TELECOMMUN/BROADCASTING							24000 1		
HUMAN ECOLOGY (HOME ECONO							22000 2		
MERCHANDISING MANAGEMENT			22500 1						
LETTERS (incl English, Li				17000 1			27000 1		
CRIMINAL JUSTICE								17300 1	
HISTORY			18900 1						
POLITICAL SCIENCE/GOVT							21000 2		
PSYCHOLOGY							17151 4		
SOCIOLOGY							16700 2		
INDUSTRIAL		31800 1							
MECHANICAL							32800 3		
ANIMAL SCIENCES							21840 1		
COMPUTER SCIENCE									16800 1
ARCHITECTURAL & ENVIRONME							26500 1		
PHYSICS							30250 2		

AVERAGE SALARY OFFERS MARCH 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT	24000 1		24025 1						
ECONOM & FINANCE (BANKING	24000 1		21013 2						
REAL ESTATE					18910 2				
HUMAN ECOLOGY (HOME ECONO			21000 1						
CRIMINAL JUSTICE		21000 1	28140 1						
HISTORY			30000 1						
POLITICAL SCIENCE/GOVT		21500 2							
CHEMICAL									36000 1
CIVIL							29744 15	33519 3	
COMPUTER							33000 1		
ELECTRICAL/ELECTRONIC							28823 5		27600 3
INDUSTRIAL									32150 5
MECHANICAL							30624 10	30408 2	31433 15
METALLURGICAL							32400 1		
ENGINEERING TECHNOLOGY							29000 1		26133 3
ARCHITECTURAL & ENVIRONME							29200 1		

AVERAGE SALARY OFFERS MARCH 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ECONOM & FINANCE (BANKING	28200 1								
CHEMICAL							35595 4	35600 2	
CIVIL		28522 1				29184 1			33474 2
COMPUTER			24000 1	26252 2		34400 1			
ELECTRICAL/ELECTRONIC	30000 1	30405 6	29404 2	32108 5	35450 2	26252 1	35700 2	28450 2	29125 8
INDUSTRIAL					36000 1				
MECHANICAL		32587 3	33300 1	33585 2	35734 4	26252 1		31253 12	30188 4
METALLURGICAL							31000 2		
ENGINEERING TECHNOLOGY	28800 1			26000 1					
OTHER AGRICULTURAL SCIENC					35000 1				
COMPUTER SCIENCE			30250 2					33500 1	
COMPUTER PROGRAMMING	31500 1		31200 1						
CHEMISTRY					18000 1				
MATHEMATICS	25200 1								

AVERAGE SALARY OFFERS MARCH 1991 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
MANAGEMENT INFO SYSTEMS	28000 1								
SYSTEMS ANALYSIS	22000 1								
ALLIED HEALTH			23296 1						
HEALTH SCIENCES			16000 1				11648 1		
NURSING				28700 4					
PHARMACY						39483 25 44000/37000			
BIOLOGICAL									17910 2

AVERAGE SALARY OFFERS MARCH 1991 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT						21240 2			
MANAGEMENT INFO SYSTEMS					27000 2	23891 6	30607 3		
PSYCHOLOGY		17000 1							
SOCIOLOGY	23000 1			19218 1					
SOCIAL SCIENCES-OTHER				15310 2					
COMPUTER					26000 1				
ENGINEERING TECHNOLOGY					26500 2				
AGRIBUSINESS					16500 1				
NATURAL RESOURCES									17400 1
COMPUTER SCIENCE		18000 1			27788 13	30400 5	28350 4		
COMPUTER PROGRAMMING					30333 3		31000 1		
INFORMATION SCIENCES & SY					27250 2	24800 2	26407 6		
ALLIED HEALTH		14688 1							
BIOLOGICAL									13440 1
MATHEMATICS					26200 1				

AVERAGE SALARY OFFERS MARCH 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				23000 1					
BUSINESS ADMIN (INCL MGMT		27500 2	23167 3	20996 34 30000/17500					21000 2
ECONOM & FINANCE (BANKING		24500 2		22412 13	14000 1				
HOTEL/RESTAURANT MGMT.				19771 7					
HUMAN RSRCS (incl LABOR R		30000 1	20550 4						
MANAGEMENT INFO SYSTEMS				19300 2					
MARKETING/MARK MGMT (RESR		26000 1	25000 2	21625 17					26000 1
ADVERTISING				26000 1					
COMMUNICATIONS				19000 2					
JOURNALISM				17333 3					
ELEMENTARY EDUCATION									22700 38 26196/18600
PRE-ELEMENTARY EDUCATION									22035 7
PHYSICAL EDUCATION									21325 6
SPECIAL EDUCATION									22139 6
HUMAN ECOLOGY (HOME ECONO									21500 1
TEXTILES & CLOTHING				25400 2					
MERCHANDISING MANAGEMENT				19433 3					
FOREIGN LANGUAGES									18850 1
LETTERS (incl English, Li			19400 2						18867 6
VISUAL & PERFORMING ARTS									22300 2
HUMANITIES - OTHER				27500 1		20000 1			
HISTORY				19267 3					
POLITICAL SCIENCE/GOVT			20000 1	26500 1			25000 1		

AVERAGE SALARY OFFERS MARCH 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
PSYCHOLOGY			20820 1	22375 2					
SOCIOLOGY				18000 1					
SOCIAL SCIENCES-OTHER				19567 3		17000 1			20320 3
CIVIL				28000 1					
ELECTRICAL/ELECTRONIC		29750 2							
INDUSTRIAL				32800 1					
MECHANICAL		35900 1							
AGRIBUSINESS				22500 1					
ANIMAL SCIENCES									19500 1
OTHER AGRICULTURAL SCIENC				21500 1					22700 1
COMPUTER SCIENCE									22000 1
COMPUTER PROGRAMMING		32000 3							
INFORMATION SCIENCES & SY		29000 1		27150 2					
ARCHITECTURAL & ENVIRONME	30000 1								
BIOLOGICAL							20000 1		18000 1
MATHEMATICS					23430 4				20371 2

AVERAGE SALARY OFFERS MARCH 1991 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26562 87 35000/24000	22719 41 30000/17000	21409 11		25500 3		17500 1		23469 9
BACHELOR - TECHNICAL		18000 1							

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	22000 2	22107 14	21680 11	14000 1	18500 1	12587 3	14016 1	22954 4	22750 2
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	14750 2	30000 2	21738 8	23667 6	23800 5	18500 1	23254 77 40000/17000	17300 1	25079 6
BACHELOR - TECHNICAL		31800 1					29606 7	-	16800 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	24000 2	21333 3	24198 6		18910 2				
BACHELOR - TECHNICAL							30004 34 36000/26500	32274 5	30720 27 36000/26000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	28200 1	-							
BACHELOR - TECHNICAL	28875 4	30871 10	29687 7	30621 10	33648 9	29022 4	34473 8	31567 17	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	28000 1								
BACHELOR - TECHNICAL	22000 1		19648 2	28700 4		39483 25 44000/37000	11648 1		

AVERAGE SALARY OFFERS MARCH 1991 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	23000 1	17000 1		16613 3	27000 2	23229 8	30607 3		
BACHELOR - TECHNICAL		16344 2			27323 23 38000/19000	28800 7	27531 11		15420 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		26667 6	21640 13	21158 96 30000/17000	14000 1	18500 2	25000 1		21983 73 26196/18700
BACHELOR - TECHNICAL	30000 1	31486 7		26517 6	23430 4		20000 1		20490 6

AVERAGE SALARY OFFERS MARCH 1991 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	33813 8			33250 4		32000 2	27867 3	37333 6	
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH			28100 5	40000 1					
MBA--TECH	30000 1								

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH				22800 2		30002 1	20280 1	30000 1	
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH							34800 1		45000 1
MBA--TECH									41550 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									33300 1
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH					38000 1	30000 1	22767 3
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 3 April 1991

SOUTHERN REGION (SCPA)

Alabama A&M University
University of Alabama
University of Alabama-Engineering
University of Alabama-Birmingham
Auburn University
Augusta College
Averett College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University-Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University-Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
University of Louisville - Engineering
Mars Hill College
Mary Washington College
Memphis State University
Mercer University - Atlanta
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
University of Montevallo
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Asheville
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Institute of Paper & Science
Presbyterian College
Queens College
Randolph-Macon Woman's College
Ringling School of Art & Design
Rollins College
St. Augustine's College
Samford university
University of South Alabama
University of South Carolina
University of South Carolina-Aiken
University of South Carolina - Coastal
University of South Carolina - Spartanburg
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt University - Owen Graduate School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University - Babcock Graduate School of Management
Western Carolina University
Western Kentucky University
West Georgia College
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Southern** Region.

The data are based on salary offers made to students graduating between September 1, 1990 and August 31, 1910. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (March 8, 1991, through April 5, 1991) and cumulatively (September 1, 1990, and April 5, 1991).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 3/8/91 THROUGH 4/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	62	574	$24632	$26200	$29000	$25350	$18872	156	1888	$25347	$26675	$29700	$26000	$20195
BUSINESS ADMIN (INCL MGMT	23	158	22101	23583	26000	21000	18000	73	496	22166	23354	30000	21000	17000
DISTRIBUTION MANAGEMENT	+	1	+	24000				+	9	+	27211			
ECONOM & FINANCE (BANKING	30	237	23799	26242	28200	24000	18900	69	618	23130	25520	27600	23000	18000
HOTEL/RESTAURANT MGMT.	+	1	+	22000				7	39	19771	21121	*	*	*
HUMAN RSRCS (incl LABOR R	2	7	22500	22929	*	*	*	25	50	22454	23885	25000	24000	18000
MANAGEMENT INFO SYSTEMS	+	101	+	28043				15	197	25451	28044	*	*	*
MARKETING/MARK MGMT (RESR	52	215	22771	23554	28500	22559	18000	117	584	23260	23723	30000	22750	18000
REAL ESTATE	+	1	+	21000				2	5	18910	20264	*	*	*
COMMUNICATIONS														
ADVERTISING	3	6	18600	18917	*	*	*	9	39	20578	21478	*	*	*
COMMUNICATIONS	4	36	21500	21960	*	*	*	10	116	20385	21733	*	*	*
JOURNALISM	4	15	15325	20531	*	*	*	10	66	17850	19422	*	*	*
TELECOMMUN/BROADCASTING	+	8	+	21650				1	22	24000	23109	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	+	36	+	20006				38	198	22700	19963	26000	25100	18600
PRE-ELEMENTARY EDUCATION	+	6	+	12967				7	27	22035	16647	*	*	*
PHYSICAL EDUCATION	1	5	23000	21978	*	*	*	6	21	21325	19120	*	*	*
SPECIAL EDUCATION	+	8	+	20831				6	39	22139	22956	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	3	5	22833	21100	*	*	*	5	12	21500	19392	*	*	*
TEXTILES & CLOTHING	2	5	25250	23600	*	*	*	4	27	25325	21241	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				4	24	20200	21388	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	2	+	23250				1	16	18850	21220	*	*	*
LETTERS (incl English, Li	2	10	21250	22641	*	*	*	14	58	20286	21734	*	*	*
VISUAL & PERFORMING ARTS	2	5	22700	23800	*	*	*	4	44	22500	19873	*	*	*
HUMANITIES - OTHER	+	5	+	21360				3	37	19833	21789	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	1	9	16500	20455	*	*	*	4	39	20735	20759	*	*	*
HISTORY	2	4	23000	22000	*	*	*	6	25	21950	20629	*	*	*
POLITICAL SCIENCE/GOVT	4	14	26500	23030	*	*	*	11	66	23838	21998	*	*	*
PSYCHOLOGY	3	21	20157	20416	*	*	*	9	83	18211	19250	*	*	*
SOCIOLOGY	2	4	12700	15878	*	*	*	6	38	18103	18943	*	*	*
SOCIAL SCIENCES-OTHER	+	6	+	21360				9	59	18587	19456	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	4	22	28134	30087	*	*	*	4	85	28134	30188	*	*	*
AGRICULTURAL	+	6	+	30667				+	20	+	31350			
ARCHITECTURAL	+	9	+	29804				+	33	+	30709			
BIOENGINEERING & BIOMEDIC	+	2	+	30000				+	6	+	27917			
CHEMICAL	7	384	36440	37002	*	*	*	11	812	36405	37178	*	*	*
CIVIL	8	101	31656	30703	*	*	*	30	434	30523	29764	36000	29750	28000
COMPUTER	7	28	32014	31593	*	*	*	13	87	30308	32126	*	*	*
ELECTRICAL/ELECTRONIC	53	326	32691	33060	37260	34000	26525	77	875	31973	33049	37000	32800	26500

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 3/8/91 THROUGH 4/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
ENGINEERING (continued)														
ENVIRONMENTAL ENGINEERING	+	+	+	+				+	2	+	$29700			
INDUSTRIAL	10	79	$31435	$32440	*	*	*	12	206	$31579	32179	*	*	*
MECHANICAL	47	352	32189	33835	$36600	$33000	$26000	79	1034	31818	33980	$36500	$32400	$26252
METALLURGICAL	1	27	32400	33424	*	*	*	3	77	31467	33688	*	*	*
MINING (INCL GEOLOGICAL)	+	4	+	31900				+	36	+	31116			
NUCLEAR	+	5	+	32160				+	13	+	32627			
PETROLEUM	+	29	+	35944				+	126	+	38467			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	2	43	29200	26856	*	*	*	8	107	26900	27839	*	*	*
INDUSTRIAL TECHNOLOGY	+	+	+	+				+	12	+	26042			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	1	12	22500	21995	*	*	*	2	47	19500	22115	*	*	*
ANIMAL SCIENCES	1	3	19500	23000	*	*	*	2	23	20670	21528	*	*	*
PLANT SCIENCES	+	+	+	+				+	6	+	21413			
NATURAL RESOURCES	1	3	17400	21133	*	*	*	1	9	17400	21307	*	*	*
OTHER AGRICULTURAL SCIENC	2	3	22100	22401	*	*	*	3	23	26400	25440	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	6	170	30207	30900	*	*	*	31	470	27925	30258	33020	28680	22000
COMPUTER PROGRAMMING	3	5	29900	29440	*	*	*	10	17	30640	28914	*	*	*
INFORMATION SCIENCES & SY	5	26	29116	29499	*	*	*	19	127	26812	29020	*	*	*
SYSTEMS ANALYSIS	1	1	24960	24960	*	*	*	2	4	23480	22640	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	21943				2	59	18992	27774	*	*	*
HEALTH SCIENCES	2	3	18324	20216	*	*	*	3	27	17549	21095	*	*	*
NURSING	3	19	30267	33294	*	*	*	4	56	28700	28054	*	*	*
PHARMACY	+	+	+	+				25	27	39483	39633	43000	39520	37000
SCIENCES														
ACTUARIAL	+	1	+	33240				+	5	+	26828			
ARCHITECTURAL & ENVIRONME	+	5	+	27860				3	16	28567	26463	*	*	*
BIOLOGICAL	3	12	17147	17865	*	*	*	6	37	17543	20103	*	*	*
CHEMISTRY	2	24	31350	28572	*	*	*	3	47	26900	27716	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	8	+	31450				+	22	+	28525			
MATHEMATICS	5	21	27639	29409	*	*	*	10	68	25306	26213	*	*	*
PHYSICS	+	7	+	28098				2	13	30250	28176	*	*	*
OTHER PHYSICAL & EARTH SC	+	1	+	26000				+	4	+	20637			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	376	3249						996	10014					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	34	440	$26121	$26922	$30000	$26500	$22200	106	1452	$26486	$27250	$30000	$26850	$24000
ACCOUNTING (PRIVATE)	25	148	23281	24583	27500	23500	18000	53	488	22671	24800	27500	22500	17000
COMMERCIAL BANKING (CNSMR	5	20	21170	22113	*	*	*	15	44	21757	21978	*	*	*
COMMERCIAL BANKING (LENDG	+	27	+	24981				+	58	+	24107			
INVESTMT BANKING (CORP FN	+	10	+	29970				3	20	25500	27875	*	*	*
INVESTMT BANKNG (M & A)	+	1	+	33000				+	2	+	28500			
INVESTMT BANKG (REAL EST)	+	+	+	+				1	4	17500	18875	*	*	*
INVESTMT BANKG (SALES & T	1	9	18500	22310	*	*	*	1	15	18500	22439	*	*	*
FINANCIAL/TREASURY ANALYS	10	75	21644	27348	*	*	*	14	212	23067	26655	*	*	*
PORTFOLIO MGMT/BROKERAGE	4	12	21000	20822	*	*	*	5	23	21400	21655	*	*	*
UNDERWRITING	4	27	22675	24899	*	*	*	15	82	22167	24056	*	*	*
INSURANCE - CLAIMS	1	17	21000	22332	*	*	*	12	62	21623	22483	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	4	5	18600	18720	*	*	*	4	18	18600	19429	*	*	*
MEDIA PLANNING	1	3	18500	21100	*	*	*	1	5	18500	25460	*	*	*
REPORTING	2	3	11900	13133	*	*	*	3	13	12587	14975	*	*	*
PRODUCTION	+	7	+	29543				1	36	14016	24706	*	*	*
PUBLIC RELATIONS	+	5	+	21923				4	32	22954	19840	*	*	*
WRITING / EDITING	+	3	+	19967				2	22	22750	19864	*	*	*
MARKETING														
ADVERTISING	1	6	13000	19917	*	*	*	2	20	14750	20465	*	*	*
BRAND/PRODUCT MANAGEMENT	15	44	23016	24185	*	*	*	16	85	23565	23932	*	*	*
BUYER/MERCHANDISING	3	36	22000	24572	*	*	*	9	126	21989	23303	*	*	*
DISTRIBUTION	2	12	27500	25337	*	*	*	6	34	23667	26362	*	*	*
MARKET RESEARCH	5	14	25680	24264	*	*	*	9	46	24711	24914	*	*	*
PURCHASING	1	5	26000	26844	*	*	*	2	20	22250	25270	*	*	*
SALES	29	183	23950	24974	29000	25000	18000	98	586	23909	25102	31000	24500	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	1	+	20000				1	20	17300	19876	*	*	*
FINANC,TAXA, MONETARY POL	2	10	22250	24853	*	*	*	8	47	23022	23040	*	*	*
ECONOMIC PROGRAMS	1	4	24000	22198	*	*	*	2	7	24000	22056	*	*	*
LAW ENFORCEMENT	6	12	23367	23399	*	*	*	9	32	22689	23152	*	*	*
MILITARY	2	4	23500	26625	*	*	*	7	28	24456	23817	*	*	*
NATIONAL SECURITY	+	+	+	+				+	7	+	20229			
URBAN / REGIONAL PLANNING	1	2	32000	21720	*	*	*	3	8	23273	19104	*	*	*
ENGINEERING														
BIOENGINEERING	+	2	+	30000				+	6	+	26333			
DESIGN / CONSTRUCT	20	149	31073	30257	35000	32450	26000	44	502	30335	30779	34300	29750	26000
ENVIRONMENTAL/SANITATION	3	18	34267	31854	*	*	*	7	87	33196	30721	*	*	*
MANUFACTURING/INDUSTRIAL	29	196	31845	33948	36142	33400	26000	39	579	31697	33800	36100	32500	26000
SYSTEMS / PROGRAMMING	5	46	30396	32349	*	*	*	10	133	29568	32328	*	*	*
POWER SYSTEMS	3	34	32217	34807	*	*	*	11	123	31174	33179	*	*	*
SOFTWARE DESIGN & DEVELOP	4	43	30584	32158	*	*	*	10	112	29684	32283	*	*	*
HARDWARE DESIGN & DEVELOP	4	16	31322	32884	*	*	*	13	107	30564	33253	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	18	87	$34006	$35220	*	*	*	20	203	$33256	$34006	$38900	$34650	$27600
TESTING	2	24	26389	29680	*	*	*	6	96	28144	30524	*	*	*
PROCESS ENGINEERING	3	276	36025	37502	*	*	*	10	651	35085	37560	*	*	*
PROJECT ENGINEERING	26	217	33518	33411	$37800	$35250	$29000	35	503	32752	34230	37500	33500	27000
OTHER ENGINEERING	14	307	32223	33141	*	*	*	22	791	31384	32700	36600	31290	27332
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	4	+	23125				2	19	25000	24503	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	2	+	23916			
MEDICAL TECHNOLOGY	+	3	+	18343				2	29	19648	23854	*	*	*
NURSES / PERSONAL CARE	3	18	30267	32077	*	*	*	4	52	28700	27270	*	*	*
OCCUPATIONAL THERAPY	+	2	+	40750				+	18	+	29866			
PHARMACIST	+	+	+	+				25	28	39483	39165	43000	39520	37000
PHYSICAL THERAPY	1	1	11648	11648	*	*	*	1	4	11648	19045	*	*	*
RESPIRATORY THERAPY	1	1	28000	28000	*	*	*	1	4	28000	33914	*	*	*
OTHER HEALTH RELATED	+	6	+	24449				2	55	17910	24038	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	1	3	25000	18000	*	*	*	2	18	24000	20218	*	*	*
COUNSELING	1	9	16800	18655	*	*	*	4	43	16622	16696	*	*	*
FUNDRAISING / DEVELOPMENT	+	1	+	15240				+	1	+	15240			
SOCIAL WORK	+	10	+	16940				3	33	16613	17176	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	8	130	28738	28713	*	*	*	33	361	27647	28561	33000	28200	23650
INFORMATION SYSTEMS	6	54	29820	30247	*	*	*	19	144	26650	29398	*	*	*
SYSTEMS ANALYSIS & DESIGN	9	87	28970	29178	*	*	*	21	221	28162	29679	31000	27820	26000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	3	+	29747				+	11	+	30680			
AGRICULTURE/NAT'L RESOURC	2	6	15420	18863	*	*	*	2	56	15420	21504	*	*	*
ARCHITECTURE	+	2	+	27750				1	8	30000	26238	*	*	*
CONSULTING	4	87	30675	29310	*	*	*	16	230	29381	28933	*	*	*
HUMAN RESRCS /INDUS RELS	3	15	21267	20900	*	*	*	14	57	21794	22394	*	*	*
MANAGEMENT TRAINEE	34	169	22107	23850	25000	21250	18851	111	667	21721	22560	26200	21000	17100
MATH/STATISTICIANS	4	9	23989	23633	*	*	*	6	20	22113	23651	*	*	*
PARALEGAL	2	2	17500	17500	*	*	*	4	7	18000	18571	*	*	*
RESEARCHERS NON-TECHNICAL	1	5	20000	22405	*	*	*	2	7	22500	23860	*	*	*
RESEARCHERS - TECHNICAL	2	15	31350	27997	*	*	*	2	22	31350	28596	*	*	*
TEACHING	4	69	20800	20553	*	*	*	80	382	21821	20506	26000	21925	18500
TOTALS	376	3249						996	10014					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

SCPA REGIONAL Report No. 3 APRIL 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	1	42	$34000	$30421	*	*	*	7	159	$30400	$31213	*	*	*
MBA--NON-TECH	14	83	38479	38952	*	*	*	50	222	32852	35769	$39000	$32500	$24300
MBA--TECH	2	30	31250	38152	*	*	*	5	49	35120	39026	*	*	*
MS-BUSINESS	+	6	+	39587				+	12	+	45120			
ECONOMICS & FINANCE (BANK	+	51	+	43655				+	84	+	43268			
HUMAN RESOURCES (INCL LAB	3	15	25838	38488	*	*	*	4	19	27379	37222	*	*	*
MANAGEMENT INFORMATION SY	+	3	+	30000				+	10	+	32720			
MARKETING/MKTNG MGT (RESE	+	36	+	46381				1	50	42000	46019	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	+	+	+				1	6	32800	27460	*	*	*
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	1	6	17000	21683	*	*	*	5	15	23017	24187	*	*	*
ELEMENTARY EDUCATION	+	2	+	25250				+	26	+	24472			
PHYSICAL EDUCATION	+	1	+	35000				+	4	+	24500			
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	4	+	21319				+	9	+	23896			
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	12300				+	2	+	16650			
LETTERS	+	1	+	32500				1	4	24000	23500	*	*	*
VISUAL & PERFORMING ARTS	+	1	+	21000				+	2	+	21163			
HUMANITIES - OTHER	+	1	+	20004				+	4	+	31251			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	1	+	16900				+	9	+	23945			
SOCIOLOGY	+	1	+	20800				+	3	+	24267			
SOCIAL SCIENCES - OTHER	+	+	+	+				2	13	23000	30853	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	+	+	+				+	8	+	35640			
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	1	+	30000				+	1	+	30000			
CHEMICAL	1	12	39500	38827	*	*	*	1	35	39500	39587	*	*	*

continued

SCPA REGIONAL Report No. 3 APRIL 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	+	6	+	$34617				3	64	$38000	$34902	*	*	*
COMPUTER	+	+	+	+				+	2	+	37400			
ELECTRICAL/ELECTRONIC	2	25	$34545	38059	*	*	*	2	100	34545	38353	*	*	*
INDUSTRIAL	1	7	34000	35639	*	*	*	1	20	34000	36193	*	*	*
MECHANICAL	1	39	31000	38484	*	*	*	1	105	31000	38121	*	*	*
METALLURGICAL	+	1	+	36000				+	17	+	37896			
MINING & MINERAL	+	1	+	34000				+	14	+	35007			
NUCLEAR	+	+	+	+				+	2	+	37800			
PETROLEUM	+	3	+	39567				+	23	+	43687			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	21962				+	3	+	21962			
HEALTH SCIENCES	1	10	25000	26000	*	*	*	2	13	30500	26231	*	*	*
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	27750				2	6	27500	26116	*	*	*
ARCHITECTURAL & ENVIRONME	1	1	28080	28080	*	*	*	1	1	28080	28080	*	*	*
BIOLOGICAL	+	1	+	18700				2	3	24679	22686	*	*	*
CHEMISTRY	+	5	+	34680				+	7	+	32486			
COMPUTER SCIENCE														
COMPUTER SCIENCE	3	19	41367	39726	*	*	*	11	70	38670	37334	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	10	+	36222				+	25	+	36393			
MATHEMATICS (INCL ACTUARI	+	4	+	29950				+	10	+	28620			
PHYSICS	+	+	+	+				+	3	+	27219			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	31	435						102	1241					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	11	32	$47929	$47233	*	*	*	19	98	$42331	$45306	*	*	*
MBA--TECH	8	17	50375	49794	*	*	*	8	31	50375	48710	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	19	73	49297	50025	*	*	*	22	133	47525	48700	$53000	$47500	$37000
MBA--TECH	8	31	53250	52978	*	*	*	8	60	53250	54414	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	5	35	48200	47809	*	*	*	10	100	45370	47425	*	*	*
MBA--TECH	3	24	50200	55808	*	*	*	3	54	50200	51693	*	*	*
TOTALS	54	212						70	476					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	4	+	$54750				+	9	+	$54456			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	5	+	37214			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				1	1	$30000	30000	*	*	*
FOREIGN LANGUAGES	+	+	+	+				1	2	45739	36870	*	*	*
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	5	+	50540			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				1	1	30000	30000	*	*	*
ENGINEERING														
AEROSPACE	+	+	+	+				+	3	+	46027			
CHEMICAL	+	9	+	53204				+	16	+	52235			
CIVIL	+	3	+	40332				+	6	+	41499			
COMPUTER	+	+	+	+				+	2	+	52250			
ELECTRICAL/ELECTRONIC	+	2	+	58500				+	10	+	56220			
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	1	+	53760				+	4	+	46041			
METALLURGICAL	+	2	+	48600				+	10	+	46464			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	1	+	36000			
BIOLOGICAL	+	3	+	30333				1	4	33550	31138	*	*	*
CHEMISTRY	+	34	+	49370				+	49	+	48533			
GEOLOGICAL (INCL GEOPHYS)	+	3	+	52847				+	9	+	52871			
MATHEMATICS	+	+	+	+				+	6	+	38483			
PHYSICS	+	+	+	+				+	2	+	40000			
POLYMER	+	1	+	52200				1	2	53400	52800	*	*	*
TOTALS	+	62						5	148					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS APRIL 1991 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	26520 110 35000/22600			22338 4		40000 1			24600 1
BUSINESS ADMIN (INCL MGMT	25000 1			20800 5		26000 1	24296 5	30000 1	20000 1
ECONOM & FINANCE (BANKING	24880 5			23031 13	20833 6	16560 1	27867 6		
HUMAN RSRCS (incl LABOR R				21500 2			27000 2		
MANAGEMENT INFO SYSTEMS						28000 1	24787 6	28500 1	
MARKETING/MARK MGMT (RESR	25000 1			21500 2	25000 2	28200 5	23814 7	26000 1	25000 1
ADVERTISING		18700 4				24000 1			
COMMUNICATIONS		14000 1				16000 1			
JOURNALISM		14000 1				22500 2			
LETTERS (incl English, Li						17000 1	25000 1		
VISUAL & PERFORMING ARTS		35000 1							
HISTORY				20000 1					
PSYCHOLOGY				12720 1		18500 1			
SOCIOLOGY				15000 1					
SOCIAL SCIENCES-OTHER				16200 1					
CIVIL								29500 2	30033 6
COMPUTER							30276 5		
ELECTRICAL/ELECTRONIC			29016 1			34000 2	31600 1	28833 3	24433 3
INDUSTRIAL						28000 1			
MECHANICAL			28600 2				33735 2	33600 1	34300 3
ENGINEERING TECHNOLOGY							27267 3		
COMPUTER SCIENCE				26500 1		30290 2	28501 8		21700 2
COMPUTER PROGRAMMING					25700 1		30500 5	31500 2	

AVERAGE SALARY OFFERS APRIL 1991 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
INFORMATION SCIENCES & SY						29000 1	27417 6		
ARCHITECTURAL & ENVIRONME			30000 1						
MATHEMATICS				25200 1		26200 1		25000 1	

AVERAGE SALARY OFFERS APRIL 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING			20000 1	25236 2		18175 4			
BUSINESS ADMIN (INCL MGMT	17500 2	18175 4	19000 1	19667 3		20033 18			
ECONOM & FINANCE (BANKING	21180 10			23658 6	21000 1	19767 3			16000 1
HOTEL/RESTAURANT MGMT.		19425 4	20233 3						
HUMAN RSRCS (incl LABOR R	16000 1			22833 17	21000 1		16000 1		
MANAGEMENT INFO SYSTEMS	23000 1			26000 1					
MARKETING/MARK MGMT (RESR	18000 1	20000 1	30000 1	24250 6	20000 5	20801 28 25000/18000	21000 2		20000 1
COMMUNICATIONS				24375 1		19504 4			13960 1
JOURNALISM						21000 1			13000 1
MERCHANDISING MANAGEMENT						20200 4			
LETTERS (incl English, Li					18500 1	24000 1			
HUMANITIES - OTHER				12000 1	20000 1				
CRIMINAL JUSTICE					16500 1				
HISTORY						19950 2			
POLITICAL SCIENCE/GOVT				26500 2		26500 1			
PSYCHOLOGY						23250 3			
SOCIOLOGY						10400 1			
SOCIAL SCIENCES-OTHER					18500 2				
COMPUTER					28000 1				
MECHANICAL							30000 1		
COMPUTER SCIENCE				26070 2					
INFORMATION SCIENCES & SY	23000 3			27564 5					
SYSTEMS ANALYSIS				24960 1					

AVERAGE SALARY OFFERS APRIL 1991 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
PHARMACY						40846 19			
MATHEMATICS				35000 1					

AVERAGE SALARY OFFERS APRIL 1991 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			24000 2	24980 2	13250 2	21036 6	21331 4	21500 1	21500 1
BUSINESS ADMIN (INCL MGMT			23367 3		20667 3	22940 5	24000 2	20002 2	
ECONOM & FINANCE (BANKING			24000 1	22480 2		21537 4			
HUMAN RSRCS (incl LABOR R				23200 1					
MANAGEMENT INFO SYSTEMS			24948 1						
MARKETING/MARK MGMT (RESR	19200 1		21333 3	17000 1	21400 2				
REAL ESTATE	17000 1						20820 1		
ADVERTISING					28900 1				
JOURNALISM					18500 1		21600 1		
ELEMENTARY EDUCATION					22700 38 26196/18600				
PRE-ELEMENTARY EDUCATION					22035 7				
PHYSICAL EDUCATION					21325 6				
SPECIAL EDUCATION					22139 4				
HUMAN ECOLOGY (HOME ECONO				26500 1	21500 1	21000 1			
FOREIGN LANGUAGES					18850 1				
LETTERS (incl English, Li					18640 5		20400 2		
VISUAL & PERFORMING ARTS					18333 3				
HUMANITIES - OTHER						27500 1			
CRIMINAL JUSTICE						17300 1	24570 2		
HISTORY							30000 1		
POLITICAL SCIENCE/GOVT						25717 1	22667 3		
PSYCHOLOGY							20820 1		17000 1
SOCIOLOGY							19218 1		

AVERAGE SALARY OFFERS APRIL 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
SOCIAL SCIENCES-OTHER					20320 3		15310 2		
AEROSPACE & AERONAUTICAL					27500 2				
CIVIL			29471 7	32382 4		26000 1	29922 3		
COMPUTER						26252 2			
ELECTRICAL/ELECTRONIC			34284 3	31201 9	30971 4	27095 10			
INDUSTRIAL				29500 1					
MECHANICAL			31500 2	30819 5	26000 1	24568 3	27184 3		
ANIMAL SCIENCES					19500 1				
NATURAL RESOURCES							17400 1		
OTHER AGRICULTURAL SCIENC							22700 1		
COMPUTER SCIENCE		26000 1	27600 2	29750 2	22000 1		17400 2		
INFORMATION SCIENCES & SY			27300 3						
SYSTEMS ANALYSIS									22000 1
ALLIED HEALTH							14688 1	23296 1	
HEALTH SCIENCES								13824 2	
NURSING								27000 2	30400 2
PHARMACY								35500 4	34500 2
BIOLOGICAL		17500 2			18000 2	13440 1	20820 1		
MATHEMATICS					20371 2	20195 1			

AVERAGE SALARY OFFERS APRIL 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					27000 1				
BUSINESS ADMIN (INCL MGMT					26000 1	25000 1		18000 2	30000 1
ECONOM & FINANCE (BANKING					25000 1				28680 1
MANAGEMENT INFO SYSTEMS						30000 1			
MARKETING/MARK MGMT (RESR						25000 1	27368 2	18000 3	27170 9
JOURNALISM					19000 1				
LETTERS (incl English, Li									27000 1
HISTORY								16800 1	
SOCIOLOGY				23000 1					
CHEMICAL									36689 4
CIVIL					29184 1			29433 3	32000 1
COMPUTER					29000 1				35100 1
ELECTRICAL/ELECTRONIC					32600 4	34690 2	32800 1	34200 1	37092 5
INDUSTRIAL					27600 1	34750 1		32000 1	
MECHANICAL					34500 2		32478 9	33667 3	35104 11
ENGINEERING TECHNOLOGY					20000 1				
AGRIBUSINESS						22500 1			
ANIMAL SCIENCES								21840 1	
COMPUTER SCIENCE									38400 1
HEALTH SCIENCES			25000 1						
ARCHITECTURAL & ENVIRONME							26500 1	29200 1	
CHEMISTRY									18000 1
MATHEMATICS									25800 1

AVERAGE SALARY OFFERS APRIL 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
PHYSICS								28500 1	32000 1

AVERAGE SALARY OFFERS APRIL 1991 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING	26700	2	28300	2					2680[illegible]	1					26000	3		
BUSINESS ADMIN (INCL MGMT	30000	1	28500	1	30000	1											26000	1
ECONOM & FINANCE (BANKING			24000	1											26800	2		
MANAGEMENT INFO SYSTEMS																	17100	1
MARKETING/MARK MGMT (RESR	23100	3	25386	2			26375	4									26400	5
ADVERTISING													18500	1				
COMMUNICATIONS					32500	1												
TELECOMMUN/BROADCASTING					24000	1												
HISTORY							25000	1										
POLITICAL SCIENCE/GOVT			27000	1	24000	1												
SOCIOLOGY					18000	1												
SOCIAL SCIENCES-OTHER					22500	1												
CHEMICAL															37935	3		
CIVIL															37000	1	38400	1
COMPUTER			32673	3														
ELECTRICAL/ELECTRONIC	33063	7	32921	8					31200	2					37241	5	37800	1
INDUSTRIAL	32500	1	33900	2	34000	1												
MECHANICAL	26000	1	30100	4					28800	2	32000	1	32450	2	35377	4	34800	2
METALLURGICAL									32400	1								
ENGINEERING TECHNOLOGY			25500	2	29000	1												
AGRIBUSINESS									16500	1								
OTHER AGRICULTURAL SCIENC					21500	1							35000	1				
COMPUTER SCIENCE	31750	2	34000	1					33000	1								

AVERAGE SALARY OFFERS APRIL 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
COMPUTER PROGRAMMING	34000 1	31200 1							
INFORMATION SCIENCES & SY		27200 1							
CHEMISTRY									31500 1

AVERAGE SALARY OFFERS APRIL 1991 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING				18000 2	22750 2		18750 2
BUSINESS ADMIN (INCL MGMT					26805 4		23950 3
ECONOM & FINANCE (BANKING					26333 3		24000 2
MANAGEMENT INFO SYSTEMS					27750 2		
MARKETING/MARK MGMT (RESR	18000 1	30000 1	22000 1		25850 2	25500 3	23312 9
ADVERTISING	26000 1					13000 1	
COMMUNICATIONS							25000 1
JOURNALISM							13200 2
HUMAN ECOLOGY (HOME ECONO			21000 1				17500 1
TEXTILES & CLOTHING					25325 4		
LETTERS (incl English, Li							19250 2
POLITICAL SCIENCE/GOVT	18000 1			20000 1			
PSYCHOLOGY	12553 2						
SOCIOLOGY							23000 1
AEROSPACE & AERONAUTICAL							28768 2
CHEMICAL					36750 2		33200 2
ELECTRICAL/ELECTRONIC		33000 1	35400 1		34800 1	29200 2	
INDUSTRIAL					32000 1	32800 1	28000 1
MECHANICAL		31000 1	31500 2		30000 1	31513 3	30638 8
METALLURGICAL				31000 2			
ENGINEERING TECHNOLOGY							33400 1
COMPUTER SCIENCE					28325 2		32000 1
CHEMISTRY				31200 1			

AVERAGE SALARY OFFERS APRIL 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MATHEMATICS					22724 1		32200 1

AVERAGE SALARY OFFERS APRIL 1991 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	26424 117 35000/22600	19686 7		21422 30 25500/16200	21875 8	24804 15	25300 27 33000/20000	28[illegible] 3	23200 3
BACHELOR - TECHNICAL			29054 4	25850 2	25700 1	30254 7	29242 30 38000/23500	29678 9	28557 14

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	20253 15	18933 9	21617 6	23088 39 35000/20000	19500 12	20363 70 26500/17000	19333 3		15740 4
BACHELOR - TECHNICAL	23000 3			27769 9	28000 1	40846 19	30000 1		

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	18100 2		23105 10	23089 7	21593 79 28900/16800	22031 19	21717 20 30000/18852	20501 3	19250 2
BACHELOR - TECHNICAL		20333 3	29956 17	31116 21 36948/29000	24856 13	25377 18	23477 12	27438 9	30360 5

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL				23000 1	24250 4	26667 3	27368 2	17800 6	27518 12
BACHELOR - TECHNICAL			25000 1		30518 10	31658 4	31964 11	30458 11	34602 26 42000/32000

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	25450 6	26696 7	25167 6	26100 5	26820 1		18500 1	26320 5	25014 7
BACHELOR - TECHNICAL	32287 12	31499 22 36600/27200	28167 3		28843 7	32000 1	33300 3	36809 13	35460 5

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	17421 5	30000 1	21500 2	18667 3	25895 17	22375 4	
BACHELOR - TECHNICAL		32000 2	32800 3	31067 3	31209 8	30957 6	

AVERAGE SALARY OFFERS APRIL 1991 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	33813 8			39600 5		32425 4	29680 5	37333 6	
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH			28100 5	40000 2					
MBA--TECH	30000 1								

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH			37200 1	22800 2		30002 1	20280 1	30000 1	
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH							34800 1		45000 1
MBA--TECH					38500 1				35700 3

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	39000 1								33300 1
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH					38000 1	30000 1	22767 3
MBA--TECH							

AVERAGE SALARY OFFERS APRIL 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	26594 102 35000/24000	22869 46 30000/17000	18850 1						21181 4
BUSINESS ADMIN (INCL MGMT		22176 3	20333 3						28500 1
ECONOM & FINANCE (BANKING	23725 4	21687 3	23111 9		22500 2		17500 1		24167 6
HUMAN RSRCS (incl LABOR R									25000 1
MARKETING/MARK MGMT (RESR			23500 1		31500 1			18500 1	27000 1
PSYCHOLOGY									12720 1
SOCIOLOGY			15000 1						
INFORMATION SCIENCES & SY		18000 1							

AVERAGE SALARY OFFERS APRIL 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22980 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT		UNDERWRITING		INSURANCE - CL		DESIGN/GRAPHIC		MEDIA PLANNING		REPORTING		PRODUCTION		PUBLIC RELATIO		WRITING / EDIT	
BUSINESS ADMIN (INCL MGMT	20000	1	18000	1	20667	3												
ECONOM & FINANCE (BANKING	20667	3	23333	3	24950	1												
HUMAN RSRCS (incl LABOR R			22600	5	21631	5												
MANAGEMENT INFO SYSTEMS			26000	1														
MARKETING/MARK MGMT (RESR	25000	1	23375	4	22000	1												
ADVERTISING							15000	1							28900	1		
COMMUNICATIONS					24375	1	14000	1			13960	1	14016	1				
JOURNALISM									18500	1	11900	2			18600	2		
LETTERS (incl English, Li																	22750	2
VISUAL & PERFORMING ARTS							22700	2										
HUMANITIES - OTHER			12000	1														
POLITICAL SCIENCE/GOVT					18000	1									25717	1		

AVERAGE SALARY OFFERS — APRIL 1991 SCPA REGIONAL CUMULATIVE REPORT — Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION — CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 — 90th: 22080 / 10th: 18330 — PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING							40000 1		23000 1
BUSINESS ADMIN (INCL MGMT		28500 2	25000 1	18000 1	30000 1	26000 1	22900 5		24217 3
ECONOM & FINANCE (BANKING		21500 1					24336 5		23908 3
HUMAN RSRCS (incl LABOR R		21000 1					22571 7		
MARKETING/MARK MGMT (RESR		21474 10	21500 5	26333 3	24050 8		23851 51 35000/18000		
ADVERTISING	14750 2					18500 1	22433 3		
COMMUNICATIONS							24500 3		
JOURNALISM				28000 1					
TELECOMMUN/BROADCASTING							24000 1		
HUMAN ECOLOGY (HOME ECONO							21667 3		
TEXTILES & CLOTHING							28500 1		
MERCHANDISING MANAGEMENT			22500 1						
LETTERS (incl English, Li			24000 1	17000 1			27000 1		
CRIMINAL JUSTICE								17300 1	
HISTORY			18900 1				25000 1		
POLITICAL SCIENCE/GOVT							21000 2		
PSYCHOLOGY							17151 4		
SOCIOLOGY							16700 2		
CIVIL		31000 1							
INDUSTRIAL		31800 1							
MECHANICAL							32350 4		
ANIMAL SCIENCES							21840 1		
COMPUTER SCIENCE									16800 1

AVERAGE SALARY OFFERS APRIL 1991 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES		EXECUTIVE, LEG	FINANC,TAXA, M
ARCHITECTURAL & ENVIRONME							26500	1		
PHYSICS							30250	2		

AVERAGE SALARY OFFERS APRIL 1991 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR		LAW ENFORCEMEN		MILITARY		NATIONAL SECUR	URBAN / REGION		BIOENGINEERING	DESIGN / CONST		ENVIRONMENTAL/		MANUFACTURING/	
BUSINESS ADMIN (INCL MGMT	24000	1			25013	2										
ECONOM & FINANCE (BANKING	24000	1	16000	1	21013	2										
MARKETING/MARK MGMT (RESR			23500	4												
REAL ESTATE								18910	2							
HUMAN ECOLOGY (HOME ECONO					21000	1										
CRIMINAL JUSTICE			21000	1	28140	1										
HISTORY					30000	1										
POLITICAL SCIENCE/GOVT			21500	2												
CHEMICAL															36000	1
CIVIL								32000	1		29779	16	34389	4		
COMPUTER											34050	2				
ELECTRICAL/ELECTRONIC			30200	1							31035	9	34000	1	32164	11
INDUSTRIAL											31000	2			32150	5
MECHANICAL											29853	12	30408	2	31960	19
METALLURGICAL											32400	1				
ENGINEERING TECHNOLOGY											29000	1			26133	3
ARCHITECTURAL & ENVIRONME											29200	1				

AVERAGE SALARY OFFERS APRIL 1991 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ECONOM & FINANCE (BANKING	28200 1								
HUMAN RSRCS (incl LABOR R									24000 1
JOURNALISM	19000 1								
POLITICAL SCIENCE/GOVT								27000 1	
AEROSPACE & AERONAUTICAL			28768 2	27500 1					
CHEMICAL							36242 6	36751 4	
CIVIL		28522 1				29184 1			33474 2
COMPUTER	33793 3		24000 1	27707 3		34400 1		29000 1	
ELECTRICAL/ELECTRONIC	30800 2	30947 7	30103 3	32257 6	34940 7	26343 3	35700 2	34296 10	31480 12
INDUSTRIAL					30533 3				
MECHANICAL		32587 3	33300 1	33585 2	34492 8	26252 1		31491 18	31679 7
METALLURGICAL							31000 2		
ENGINEERING TECHNOLOGY	28800 1			26000 1					
OTHER AGRICULTURAL SCIENC					35000 1				
COMPUTER SCIENCE			30250 2					33500 1	
COMPUTER PROGRAMMING	31500 1		31200 1						
CHEMISTRY					18000 1				
MATHEMATICS	25200 1								

AVERAGE SALARY OFFERS APRIL 1991 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
MANAGEMENT INFO SYSTEMS	28000 1								
COMPUTER								28000 1	
SYSTEMS ANALYSIS	22000 1								
ALLIED HEALTH			23296 1						
HEALTH SCIENCES			16000 1				11648 1		
NURSING				28700 4					
PHARMACY						39483 25 44000/37000			
BIOLOGICAL									17910 2

AVERAGE SALARY OFFERS APRIL 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT						21240 2			
ECONOM & FINANCE (BANKING					28200 1		27900 2		
MANAGEMENT INFO SYSTEMS					27000 2	23891 6	30607 3		
MARKETING/MARK MGMT (RESR		16800 1			28200 1				
PSYCHOLOGY		17000 1							
SOCIOLOGY	23000 1			19218 1					
SOCIAL SCIENCES-OTHER				15310 2					
AEROSPACE & AERONAUTICAL					27500 1				
CIVIL							28667 3		
COMPUTER					26000 1				
ELECTRICAL/ELECTRONIC							27332 1		
MECHANICAL					33000 1				
ENGINEERING TECHNOLOGY					26500 2				
AGRIBUSINESS					16500 1				
NATURAL RESOURCES									17400 1
COMPUTER SCIENCE		18000 1			27788 13	30377 7	28200 5		
COMPUTER PROGRAMMING					29175 4		31000 1		
INFORMATION SCIENCES & SY					28360 5	26970 4	26407 6		
ALLIED HEALTH		14688 1							
HEALTH SCIENCES	25000 1								
BIOLOGICAL									13440 1
MATHEMATICS					26200 1				

AVERAGE SALARY OFFERS APRIL 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				23000 1					
BUSINESS ADMIN (INCL MGMT		27500 2	23167 3	21028 35 30000/17500					21000 2
ECONOM & FINANCE (BANKING		26625 4		22264 15	14000 1				
HOTEL/RESTAURANT MGMT.				19771 7					
HUMAN RSRCS (incl LABOR R		30000 1	20550 4						
MANAGEMENT INFO SYSTEMS				19300 2					
MARKETING/MARK MGMT (RESR		26000 1	24600 3	21349 19					26000 1
ADVERTISING				26000 1					
COMMUNICATIONS				21333 3					
JOURNALISM				17333 3					
ELEMENTARY EDUCATION									22700 38 26196/18600
PRE-ELEMENTARY EDUCATION									22035 7
PHYSICAL EDUCATION									21325 6
SPECIAL EDUCATION									22139 6
HUMAN ECOLOGY (HOME ECONO									21500 1
TEXTILES & CLOTHING				24267 3					
MERCHANDISING MANAGEMENT				19433 3					
FOREIGN LANGUAGES									18850 1
LETTERS (incl English, Li			19400 2			18500 1			18867 6
VISUAL & PERFORMING ARTS									22300 2
HUMANITIES - OTHER				27500 1		20000 1			
CRIMINAL JUSTICE						16500 1			
HISTORY				19267 3					

AVERAGE SALARY OFFERS APRIL 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
POLITICAL SCIENCE/GOVT			20000 1	30750 2			25000 1		
PSYCHOLOGY			20820 1	22375 2					
SOCIOLOGY				18000 1					
SOCIAL SCIENCES-OTHER				19567 3		17000 1			20320 3
CIVIL				28000 1					
ELECTRICAL/ELECTRONIC		29750 2							
INDUSTRIAL				32800 1					
MECHANICAL		35900 1							
AGRIBUSINESS				22500 1					
ANIMAL SCIENCES									19500 1
OTHER AGRICULTURAL SCIENC				21500 1					22700 1
COMPUTER SCIENCE									22000 1
COMPUTER PROGRAMMING		32000 3							
INFORMATION SCIENCES & SY		29000 1		27150 2					
SYSTEMS ANALYSIS					24960 1				
ARCHITECTURAL & ENVIRONME	30000 1								
BIOLOGICAL							20000 1		18000 2
CHEMISTRY								31350 2	
MATHEMATICS		32200 1		35000 1	23430 4				20371 2

AVERAGE SALARY OFFERS APRIL 1991 SCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26486 106 35000/24000	22761 52 30000/17000	21757 15		25500 3		17500 1	18500 1	23067 14
BACHELOR - TECHNICAL		18000 1							

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	21400 5	22187 15	21623 12	18600 4	18500 1	12587 3	14016 1	22954 4	22750 2
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	14750 2	22445 14	21989 9	23667 6	24711 9	22250 2	23388 90 40000/17500	17300 1	23910 7
BACHELOR - TECHNICAL		31400 2					29780 8		16800 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	24000 2	21750 8	24456 7		18910 2				
BACHELOR - TECHNICAL		30200 1			32000 1		30335 44 36000/26000	33196 7	31697 39 38850/26000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	23600 2							27000 1	
BACHELOR - TECHNICAL	31060 8	31174 11	29684 10	30564 13	33256 20 42000/27600	28144 6	35085 10	32921 34 38004/28000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	28000 1								
BACHELOR - TECHNICAL	22000 1		19648 2	28700 4		39483 25 44000/37000	11648 1	28000 1	

AVERAGE SALARY OFFERS APRIL 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	23000 1	16900 2		16613 3	27600 4	23229 8	29524 5		
BACHELOR - TECHNICAL	25000 1	16344 2			27653 29 38000/19000	29138 11	27736 16		15420 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		27188 8	21794 14	21316 104 35000/17000	14000 1	18000 4	25000 1		21983 73 26196/18700
BACHELOR - TECHNICAL	30000 1	31575 8		27729 7	23736 5		20000 1	31350 2	20134 7

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 4 May 1991

SOUTHERN REGION (SCPA)

Alabama A&M University
University of Alabama
University of Alabama-Engineering
University of Alabama-Birmingham
Auburn University
Augusta College
Averett College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University-Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University-Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
University of Louisville - Engineering
Mars Hill College
Mary Washington College
Memphis State University
Mercer University - Atlanta
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
University of Montevallo
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Asheville
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Institute of Paper & Science
Presbyterian College
Queens College
Randolph-Macon Woman's College
Ringling School of Art & Design
Rollins College
St. Augustine's College
Samford university
University of South Alabama
University of South Carolina
University of South Carolina-Aiken
University of South Carolina - Coastal
University of South Carolina - Spartanburg
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt Unviersity - Owen Graduate School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University - Babcock Graduate School of Management
Western Carolina University
Western Kentucky University
West Georgia College
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Southern** Region.

The data are based on salary offers made to students graduating between September 1, 1990 and August 31, 1910. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (April 5, 1991, through May 6, 1991) and cumulatively (September 1, 1990, and May 6, 1991).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/5/91 THROUGH 5/6/91

CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	30	273	$25842	$26609	$32000	$25685	$20000	219	2304	$25627	$26667	$30000	$26012	$21000
BUSINESS ADMIN (INCL MGMT	27	94	22257	23730	25500	22000	18000	106	653	22326	23520	30000	21000	17500
DISTRIBUTION MANAGEMENT	+	5	+	26340				+	14	+	26900			
ECONOM & FINANCE (BANKING	10	179	23350	27327	*	*	*	128	880	23503	25814	28680	23000	18000
HOTEL/RESTAURANT MGMT.	+	10	+	21340				7	49	19771	21165	*	*	*
HUMAN RSRCS (incl LABOR R	3	4	25867	24650	*	*	*	46	72	24308	24612	30000	24000	20000
MANAGEMENT INFO SYSTEMS	9	27	27467	28819	*	*	*	25	248	26119	28407	30000	27300	21500
MARKETING/MARK MGMT (RESR	6	151	22917	24641	*	*	*	138	793	23296	23825	30000	22750	18000
REAL ESTATE	+	1	+	24000				2	6	18910	20887	*	*	*
COMMUNICATIONS														
ADVERTISING	+	3	+	18500				10	46	19920	20938	*	*	*
COMMUNICATIONS	4	12	19713	19399	*	*	*	20	139	20885	21750	25000	21000	14000
JOURNALISM	+	7	+	21989				10	81	17850	19955	*	*	*
TELECOMMUN/BROADCASTING	+	17	+	24658				1	39	24000	23784	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	3	19	23087	21121	*	*	*	41	227	22728	20080	26000	24760	18841
PRE-ELEMENTARY EDUCATION	+	+	+	+				7	27	22035	16647	*	*	*
PHYSICAL EDUCATION	1	4	21500	19900	*	*	*	7	25	21350	19245	*	*	*
SPECIAL EDUCATION	+	1	+	18807				7	42	22548	22847	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	4	+	24550				5	16	21500	20681	*	*	*
TEXTILES & CLOTHING	+	12	+	21000				6	52	24883	21721	*	*	*
MERCHANDISING MANAGEMENT	1	7	17500	19343	*	*	*	5	31	19660	20926	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	1	1	22100	22100	*	*	*	4	19	21488	21401	*	*	*
LETTERS (incl English, Li	4	10	23070	22377	*	*	*	23	77	21110	21725	26000	20500	18261
VISUAL & PERFORMING ARTS	3	6	22500	20417	*	*	*	7	51	22500	19979	*	*	*
HUMANITIES - OTHER	+	9	+	22433				3	50	19833	22832	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	1	+	20000				4	41	20735	20966	*	*	*
HISTORY	1	6	21000	2316/	*	*	*	13	37	25438	22506	*	*	*
POLITICAL SCIENCE/GOVT	2	11	23375	22850	*	*	*	24	94	23178	22294	28000	24000	18000
PSYCHOLOGY	2	16	21800	22881	*	*	*	14	107	18837	19863	*	*	*
SOCIOLOGY	1	4	19000	20336	*	*	*	10	46	21262	19830	*	*	*
SOCIAL SCIENCES-OTHER	+	22	+	24949				9	82	18587	20939	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	17	+	30268				5	105	27973	30256	*	*	*
AGRICULTURAL	+	14	+	30224				+	35	+	30669			
ARCHITECTURAL	+	7	+	32179				+	44	+	30659			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	6	+	27917			
CHEMICAL	1	164	35500	37898	*	*	*	47	1100	36934	37384	38500	37500	33600
CIVIL	2	131	27600	28864	*	*	*	58	637	30451	29545	36400	29203	26500
COMPUTER	1	44	26500	31589	*	*	*	19	144	30484	31891	*	*	*
ELECTRICAL/ELECTRONIC	7	230	31214	33477	*	*	*	133	1232	32220	33113	37000	33000	27000

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	2	+	$29250				+	4	+	$29475			
INDUSTRIAL	1	60	$34800	32960	*	*	*	19	281	$31871	32289	*	*	*
MECHANICAL	6	292	32733	34347	*	*	*	138	1466	32762	34069	$37500	$33150	$26252
METALLURGICAL	+	39	+	33664				6	124	30989	33557	*	*	*
MINING (INCL GEOLOGICAL)	+	3	+	32000				+	39	+	31184			
NUCLEAR	+	2	+	30417				+	15	+	32332			
PETROLEUM	+	28	+	40166				+	164	+	38686			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	2	26	27000	29405	*	*	*	10	144	26920	28678	*	*	*
INDUSTRIAL TECHNOLOGY	+	6	+	30000				+	18	+	27361			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	1	8	21000	24750	*	*	*	5	60	22200	22712	*	*	*
ANIMAL SCIENCES	+	4	+	23000				2	27	20670	21746	*	*	*
PLANT SCIENCES	+	6	+	19702				+	14	+	20221			
NATURAL RESOURCES	+	1	+	16300				1	11	17400	20005	*	*	*
OTHER AGRICULTURAL SCIENC	+	4	+	19750				3	27	26400	24597	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	5	72	29900	32088	*	*	*	61	585	28653	30469	33840	29140	22200
COMPUTER PROGRAMMING	+	2	+	19375				12	21	30645	28173	*	*	*
INFORMATION SCIENCES & SY	2	15	29500	28829	*	*	*	21	142	27068	29000	29141	27600	23500
SYSTEMS ANALYSIS	+	2	+	31000				2	6	23480	25427	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				2	72	18992	28058	*	*	*
HEALTH SCIENCES	1	5	11000	17700	*	*	*	4	32	15912	20564	*	*	*
NURSING	+	10	+	26500				4	89	28700	28349	*	*	*
PHARMACY	+	1	+	44200				25	31	39483	39040	43000	39520	37000
SCIENCES														
ACTUARIAL	+	1	+	31740				+	9	+	29269			
ARCHITECTURAL & ENVIRONME	+	+	+	+				3	16	28567	26463	*	*	*
BIOLOGICAL	1	11	30000	22210	*	*	*	8	51	21658	21267	*	*	*
CHEMISTRY	+	4	+	28355				5	64	26340	27625	*	*	*
GEOLOGY & GEOLOGICAL SCI	1	3	29500	26233	*	*	*	1	25	29500	28250	*	*	*
MATHEMATICS	3	28	26867	29868	*	*	*	29	113	27438	27503	33000	28000	21800
PHYSICS	1	1	27400	27400	*	*	*	3	15	29300	29059	*	*	*
OTHER PHYSICAL & EARTH SC	+	1	+	28000				+	5	+	22109			
POLYMER SCIENCE	+	2	+	35250				+	2	+	35250			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	143	2162						1527	13323					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	20	184	$27279	$27139	$32000	$26200	$22000	151	1735	$26675	$27222	$30500	$27000	$24000
ACCOUNTING (PRIVATE)	12	79	22265	25617	*	*	*	78	591	23106	25068	27800	23340	17000
COMMERCIAL BANKING (CNSMR	8	17	22413	23665	*	*	*	31	70	22118	22376	24500	23000	18850
COMMERCIAL BANKING (LENDG	1	27	25500	23876	*	*	*	2	88	24500	24086	*	*	*
INVESTMT BANKING (CORP FN	+	3	+	26333				6	27	28583	28093	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				+	2	+	28500			
INVESTMT BANKG (REAL EST)	+	+	+	+				1	4	17500	18875	*	*	*
INVESTMT BANKG (SALES & T	+	2	+	32000				2	19	17500	23268	*	*	*
FINANCIAL/TREASURY ANALYS	2	64	24500	29466	*	*	*	21	293	24231	27173	27000	25000	18872
PORTFOLIO MGMT/BROKERAGE	2	4	33000	33250	*	*	*	8	29	25375	23416	*	*	*
UNDERWRITING	4	21	22900	25648	*	*	*	24	110	22517	24295	25000	23250	20000
INSURANCE - CLAIMS	3	12	25093	23658	*	*	*	15	80	22317	22813	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	4	7	20375	21500	*	*	*	8	26	19488	20086	*	*	*
MEDIA PLANNING	1	2	17500	15250	*	*	*	2	12	18000	20287	*	*	*
REPORTING	+	+	+	+				4	16	14440	16355	*	*	*
PRODUCTION	+	4	+	26140				2	44	20008	24874	*	*	*
PUBLIC RELATIONS	+	2	+	19720				8	44	21510	20000	*	*	*
WRITING / EDITING	1	5	18000	22700	*	*	*	3	28	21167	20589	*	*	*
MARKETING														
ADVERTISING	+	6	+	19067				5	31	21900	20474	*	*	*
BRAND/PRODUCT MANAGEMENT	5	13	22850	24645	*	*	*	24	109	24266	24319	31000	22750	18000
BUYER/MERCHANDISING	+	55	+	23580				13	196	21685	23447	*	*	*
DISTRIBUTION	+	2	+	25500				6	39	23667	26459	*	*	*
MARKET RESEARCH	1	6	22500	27483	*	*	*	15	60	24233	25273	*	*	*
PURCHASING	+	4	+	28500				2	27	22250	27570	*	*	*
SALES	15	144	21313	25757	*	*	*	136	796	24360	25314	31000	25000	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	1	5	25000	20600	*	*	*	2	26	21150	20328	*	*	*
FINANC,TAXA, MONETARY POL	1	17	21000	23123	*	*	*	11	66	21925	22909	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				2	10	24000	21659	*	*	*
LAW ENFORCEMENT	+	2	+	18530				9	37	22689	23362	*	*	*
MILITARY	+	2	+	24917				23	46	23573	23646	26000	24000	21000
NATIONAL SECURITY	1	1	20000	20000	*	*	*	1	8	20000	20200	*	*	*
URBAN / REGIONAL PLANNING	+	+	+	+				5	10	21764	19183	*	*	*
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	6	+	26333			
DESIGN / CONSTRUCT	+	94	+	30318				72	677	30603	30702	35000	30000	26500
ENVIRONMENTAL/SANITATION	1	16	29500	29419	*	*	*	19	120	32569	30840	*	*	*
MANUFACTURING/INDUSTRIAL	+	137	+	34314				53	789	32610	33890	37500	33400	27000
SYSTEMS / PROGRAMMING	3	34	27933	31754	*	*	*	22	182	31042	32263	35000	31800	27500
POWER SYSTEMS	1	27	29500	32981	*	*	*	18	164	31541	33185	*	*	*
SOFTWARE DESIGN & DEVELOP	+	17	+	32858				16	139	30689	32396	*	*	*
HARDWARE DESIGN & DEVELOP	+	33	+	34675				17	155	30808	33517	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	+	32	+	$34964				25	252	$33605	$34165	$38900	$34800	$28000
TESTING	+	11	+	32438				9	115	29596	30665	*	*	*
PROCESS ENGINEERING	1	154	$35500	37939	*	*	*	37	893	36621	37654	38500	37500	33600
PROJECT ENGINEERING	+	268	+	33817				68	851	33869	34178	37800	35100	27500
OTHER ENGINEERING	16	195	31431	31991	*	*	*	60	1074	31732	32645	37000	32250	26438
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	2	+	21000				2	22	25000	24025	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	3	+	23444			
MEDICAL TECHNOLOGY	+	1	+	12000				2	32	19648	23649	*	*	*
NURSES / PERSONAL CARE	+	10	+	26500				4	85	28700	27884	*	*	*
OCCUPATIONAL THERAPY	+	+	+	+				+	21	+	29647			
PHARMACIST	+	1	+	44200				25	32	39483	38650	43000	39520	37000
PHYSICAL THERAPY	+	+	+	+				1	11	11648	26516	*	*	*
RESPIRATORY THERAPY	+	+	+	+				1	4	28000	33914	*	*	*
OTHER HEALTH RELATED	1	6	11000	19250	*	*	*	3	63	15607	23580	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	2	+	25250				3	21	22406	20649	*	*	*
COUNSELING	+	2	+	19500				5	47	15698	16977	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				1	2	26000	20620	*	*	*
SOCIAL WORK	+	6	+	16937				3	41	16613	17369	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	9	64	26389	29905	*	*	*	52	454	27728	28886	33020	27850	22200
INFORMATION SYSTEMS	7	34	29914	30085	*	*	*	31	190	28045	29428	33500	29140	23000
SYSTEMS ANALYSIS & DESIGN	1	28	31000	31708	*	*	*	26	267	28873	30056	33000	28300	25000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	1	10	28600	32524	*	*	*	1	22	28600	31580	*	*	*
AGRICULTURE/NAT'L RESOURC	+	22	+	23314				4	83	20460	21885	*	*	*
ARCHITECTURE	+	+	+	+				1	8	30000	26238	*	*	*
CONSULTING	3	78	27500	29774	*	*	*	43	346	29270	29144	32500	29000	25000
HUMAN RESRCS /INDUS RELS	1	7	19000	25771	*	*	*	22	72	24096	23623	30000	23100	18000
MANAGEMENT TRAINEE	11	140	22127	23510	*	*	*	157	898	22179	22804	27500	21000	18000
MATH/STATISTICIANS	+	3	+	22584				7	24	22458	23554	*	*	*
PARALEGAL	+	2	+	18750				4	10	18000	20450	*	*	*
RESEARCHERS NON-TECHNICAL	+	+	+	+				2	8	22500	23077	*	*	*
RESEARCHERS - TECHNICAL	+	4	+	33758				3	34	28900	28981	*	*	*
TEACHING	5	32	23552	20732	*	*	*	88	427	21960	20549	26000	22000	18600
TOTALS	143	2162						1527	13323					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

SCPA REGIONAL Report No. 4 MAY 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	4	23	$32463	$32298	*	*	*	13	184	$30819	$31324	*	*	*
MBA--NON-TECH	15	33	35409	35675	*	*	*	71	283	33616	35653	$40000	$32900	$26000
MBA--TECH	5	10	42380	43850	*	*	*	11	60	39145	39898	*	*	*
MS-BUSINESS	1	9	26500	40400	*	*	*	1	25	26500	42514	*	*	*
ECONOMICS & FINANCE (BANK	+	63	+	43954				+	147	+	43562			
HUMAN RESOURCES (INCL LAB	+	13	+	40231				8	36	30827	37981	*	*	*
MANAGEMENT INFORMATION SY	+	6	+	38587				+	20	+	35686			
MARKETING/MKTNG MGT (RESE	+	50	+	43302				1	100	42000	44661	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	+	+	+				1	8	32800	29320	*	*	*
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				5	16	23017	23926	*	*	*
ELEMENTARY EDUCATION	+	1	+	19000				+	28	+	24224			
PHYSICAL EDUCATION	+	1	+	16500				+	5	+	22900			
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	1	+	22500				+	10	+	23757			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	16650			
LETTERS	+	+	+	+				1	4	24000	23500	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				+	3	+	20408			
HUMANITIES - OTHER	+	+	+	+				+	4	+	31251			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	1	+	22145			
PSYCHOLOGY	+	1	+	24000				+	11	+	23592			
SOCIOLOGY	+	+	+	+				+	3	+	24267			
SOCIAL SCIENCES - OTHER	+	+	+	+				2	13	23000	30853	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	3	+	36672				+	11	+	35921			
AGRICULTURAL	+	2	+	28500				+	2	+	28500			
BIOENGINEERING & BIOMEDIC	+	1	+	35500				+	2	+	32750			
CHEMICAL	+	9	+	40369				1	53	39500	39988	*	*	*

continued

SCPA REGIONAL Report No. 4 MAY 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	1	9	$32000	$34270	*	*	*	4	79	$36500	$34904	*	*	*
COMPUTER	+	5	+	42330				+	7	+	40921			
ELECTRICAL/ELECTRONIC	1	18	34000	39275	*	*	*	3	138	34363	38451	*	*	*
INDUSTRIAL	+	1	+	39000				2	22	37085	36502	*	*	*
MECHANICAL	+	9	+	39728				3	124	31813	38202	*	*	*
METALLURGICAL	+	2	+	39012				+	19	+	38013			
MINING & MINERAL	+	+	+	+				+	14	+	35007			
NUCLEAR	+	+	+	+				+	2	+	37800			
PETROLEUM	+	4	+	43400				+	30	+	43500			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	18000				+	4	+	20972			
HEALTH SCIENCES	+	1	+	26500				2	14	30500	26250	*	*	*
NURSING	+	+	+	+				+	1	+	49000			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				3	7	28333	26671	*	*	*
ARCHITECTURAL & ENVIRONME	+	+	+	+				1	1	28080	28080	*	*	*
BIOLOGICAL	+	+	+	+				2	3	24679	22686	*	*	*
CHEMISTRY	+	+	+	+				+	10	+	33412			
COMPUTER SCIENCE														
COMPUTER SCIENCE	2	10	30750	36381	*	*	*	21	101	37984	37419	$42000	$39000	$32000
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	5	+	39540				+	30	+	36917			
MATHEMATICS (INCL ACTUARI	1	2	27500	28750	*	*	*	2	13	23750	27977	*	*	*
PHYSICS	+	+	+	+				+	3	+	27219			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	30	293						158	1660					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	18	26	$50011	$47922	*	*	*	41	146	$44441	$44582	$53000	$45000	$28000
MBA--TECH	6	14	46900	48279	*	*	*	15	51	47827	47900	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	47	70	48981	49324	$56000	$48000	$40000	75	219	48281	48390	57500	48000	39000
MBA--TECH	22	43	47684	50033	55000	49000	40000	30	110	49168	51878	56160	50500	40000
OVER 4 YEARS														
MBA--NON-TECH	29	43	48357	50948	58500	50000	36000	44	181	47459	48651	55000	48000	38000
MBA--TECH	9	25	53500	55297	*	*	*	13	89	52623	52914	*	*	*
TOTALS	131	221						218	796					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	1	+	$71500				+	11	+	$56736			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	7	+	37582			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	1	1	$35000	35000	*	*	*	2	2	$32500	32500	*	*	*
FOREIGN LANGUAGES	+	+	+	+				1	2	45739	36870	*	*	*
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	7	+	45957			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				1	1	30000	30000	*	*	*
ENGINEERING														
AEROSPACE	+	+	+	+				+	3	+	46027			
CHEMICAL	+	12	+	52333				+	54	+	53038			
CIVIL	+	+	+	+				+	6	+	41499			
COMPUTER	+	+	+	+				+	2	+	52250			
ELECTRICAL/ELECTRONIC	+	2	+	53750				+	13	+	55798			
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	1	+	56000				+	5	+	48033			
METALLURGICAL	+	3	+	52200				+	15	+	48667			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	2	+	43000			
BIOLOGICAL	+	+	+	+				1	4	33550	31138	*	*	*
CHEMISTRY	+	2	+	50000				+	55	+	48340			
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	10	+	52184			
MATHEMATICS	+	+	+	+				+	6	+	38483			
PHYSICS	+	+	+	+				+	2	+	40000			
POLYMER	+	3	+	44133				1	5	53400	47600	*	*	*
TOTALS	1	25						6	213					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	26718 152 35000/24000			22338 4		40000 1	27200 1	23667 3	24600 1
BUSINESS ADMIN (INCL MGMT	26375 4			22192 12		26000 1	24296 5	28750 2	20000 1
ECONOM & FINANCE (BANKING	25200 7	27500 2		22496 24 25500/20000	21250 8	18280 2	26164 11	25375 4	
HUMAN RSRCS (incl LABOR R				23800 5			27000 2	30800 1	
MANAGEMENT INFO SYSTEMS						28000 1	25752 10	28500 1	28000 1
MARKETING/MARK MGMT (RESR	25000 1			21750 4	25000 2	28200 5	23814 7	26000 1	25000 1
ADVERTISING		17760 5				24000 1			
COMMUNICATIONS		19500 2		20000 1		15000 2			
JOURNALISM		14000 1				22500 2			
FOREIGN LANGUAGES				20000 1					
LETTERS (incl English, Li				23500 2		17000 1	22500 2		
VISUAL & PERFORMING ARTS		35000 1							
HISTORY				20000 1	45000 1			23000 1	
PSYCHOLOGY				12720 1		18500 1			
SOCIOLOGY				15000 1					
SOCIAL SCIENCES-OTHER				16200 1					
CHEMICAL								32000 1	37400 1
CIVIL			29000 1			28000 1		29000 3	30022 9
COMPUTER						26500 1	31313 6	33500 1	
ELECTRICAL/ELECTRONIC			29016 1			34000 2	29800 2	29600 4	25800 4
INDUSTRIAL						28000 1			
MECHANICAL			28600 2				32618 4	32833 3	34300 3
ENGINEERING TECHNOLOGY							27075 4		

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
COMPUTER SCIENCE				26500 1		30290 2	27548 17	31200 3	21700 2
COMPUTER PROGRAMMING					25700 1		30500 5	31500 2	
INFORMATION SCIENCES & SY						29000 1	27417 6		
ARCHITECTURAL & ENVIRONME			30000 1						
GEOLOGY & GEOLOGICAL SCI									29500 1
MATHEMATICS				23600 2		26200 1	31400 2	28083 6	

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	28000 1		20000 1	23490 3		18540 5			
BUSINESS ADMIN (INCL MGMT	17500 2	18175 4	19000 1	20400 5		20352 26 25000/18000			
ECONOM & FINANCE (BANKING	22461 18			23361 9	21000 1	21405 10			16000 1
HOTEL/RESTAURANT MGMT.		19425 4	20233 3						
HUMAN RSRCS (incl LABOR R	16000 1		28900 1	23369 21 29000/20000	21000 1	24000 1	16000 1		18000 1
MANAGEMENT INFO SYSTEMS	23000 1			26000 1		24000 1			
MARKETING/MARK MGMT (RESR	18000 1	21350 2	26000 2	24250 6	20000 5	20982 33 25000/18000	21000 2		20000 1
COMMUNICATIONS				24375 1		20921 8			13960 1
JOURNALISM						21000 1			13000 1
MERCHANDISING MANAGEMENT						19660 5			
FOREIGN LANGUAGES			22100 1	25000 1					
LETTERS (incl English, Li				26280 1	18500 1	24000 1			
VISUAL & PERFORMING ARTS									23500 1
HUMANITIES - OTHER				12000 1	20000 1				
CRIMINAL JUSTICE					16500 1				
HISTORY	30000 1					20300 3			20000 1
POLITICAL SCIENCE/GOVT				25667 3		22610 5	18500 1		
PSYCHOLOGY						22670 5			
SOCIOLOGY			27000 1			10400 1			
SOCIAL SCIENCES-OTHER					18500 2				
COMPUTER					28000 1				
MECHANICAL							30000 1		
COMPUTER SCIENCE				25228 5					

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
INFORMATION SCIENCES & SY	23000 3			27804 6					
SYSTEMS ANALYSIS				24960 1					
PHARMACY						40846 19			
BIOLOGICAL		38000 1							
MATHEMATICS	28000 1			32867 3					

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			24000 2	24795 4	13250 2	21036 6	22065 5	21250 2	21500 1
BUSINESS ADMIN (INCL MGMT			23367 3		20667 3	22087 8	24000 2	20002 2	
ECONOM & FINANCE (BANKING			26005 2	24987 3		22081 8			
HUMAN RSRCS (incl LABOR R			30000 1	23200 1	22000 1	22000 1			
MANAGEMENT INFO SYSTEMS			24948 1					23400 1	
MARKETING/MARK MGMT (RESR	19200 1		21125 4	17000 1	21400 2				
REAL ESTATE	17000 1						20820 1		
ADVERTISING					28900 1				
COMMUNICATIONS					24000 1	24000 1			
JOURNALISM					18500 1		21600 1		
ELEMENTARY EDUCATION					22728 41 26196/18841				
PRE-ELEMENTARY EDUCATION					22035 7				
PHYSICAL EDUCATION					21350 7				
SPECIAL EDUCATION					22548 7				
HUMAN ECOLOGY (HOME ECONO				26500 1	21500 1	21000 1			
TEXTILES & CLOTHING		24000 1							
FOREIGN LANGUAGES					18850 1				
LETTERS (incl English, Li	19000 1				20058 8	22000 1	20400 2		
VISUAL & PERFORMING ARTS					18333 3				
HUMANITIES - OTHER						27500 1			
CRIMINAL JUSTICE						17300 1	24570 2		
HISTORY							30000 1		
POLITICAL SCIENCE/GOVT					26000 1	22572 3	20000 4		

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
PSYCHOLOGY						25000 1	20019 2		17000 1
SOCIOLOGY							19218 1		
SOCIAL SCIENCES-OTHER					20320 3		15310 2		
AEROSPACE & AERONAUTICAL					27500 2	27332 1			
CHEMICAL						28150 2			
CIVIL			28394 10	32382 4		26667 2	29996 8		
COMPUTER						26252 2			
ELECTRICAL/ELECTRONIC			34284 3	32008 14	30971 4	27130 18	29500 1		
INDUSTRIAL				30863 2					
MECHANICAL			31500 2	31642 7	26000 1	24847 8	27184 3		
METALLURGICAL						27332 1			
ENGINEERING TECHNOLOGY				27500 1					
ANIMAL SCIENCES					19500 1				
NATURAL RESOURCES							17400 1		
OTHER AGRICULTURAL SCIENC							22700 1		
COMPUTER SCIENCE		26000 1	27600 2	28625 4	22000 1	22500 2	17400 2		
INFORMATION SCIENCES & SY			27300 3						
SYSTEMS ANALYSIS									22000 1
ALLIED HEALTH							14688 1	23296 1	
HEALTH SCIENCES								12883 3	
NURSING								27000 2	30400 2
PHARMACY								35500 4	34500 2
BIOLOGICAL		17500 2			18000 2	13440 1	20820 1		

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MATHEMATICS					20371 2	21931 4			

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING	19000 1				27000 1		30600 1	22800 2	
BUSINESS ADMIN (INCL MGMT	16000 1	19600 1			26000 1	25000 1		19000 3	31500 2
ECONOM & FINANCE (BANKING			27000 1		25000 1		26750 2		29893 3
HUMAN RSRCS (incl LABOR R			22000 1						
MANAGEMENT INFO SYSTEMS						30000 1			
MARKETING/MARK MGMT (RESR						25000 1	27368 2	18000 3	27153 10
COMMUNICATIONS	17500 1								
JOURNALISM					19000 1				
LETTERS (incl English, Li									27000 1
HISTORY								16800 1	
POLITICAL SCIENCE/GOVT				28000 1					
PSYCHOLOGY	12000 1								
SOCIOLOGY				23000 1					
CHEMICAL					36000 1				37033 22 38500/36000
CIVIL					29184 1			28813 8	33177 3
COMPUTER					29000 1				35100 1
ELECTRICAL/ELECTRONIC					31115 9	34690 2	32800 1	32568 4	37009 7
INDUSTRIAL					27600 1	34750 1		31000 2	31500 1
MECHANICAL					31750 4		33206 14	33878 9	35561 22 42000/33000
METALLURGICAL								30000 1	
ENGINEERING TECHNOLOGY					20000 1				
AGRIBUSINESS						24500 3			21000 1
ANIMAL SCIENCES								21840 1	

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
COMPUTER SCIENCE									38400 1
COMPUTER PROGRAMMING								27500 1	
HEALTH SCIENCES			25000 1						
ARCHITECTURAL & ENVIRONME							26500 1	29200 1	
BIOLOGICAL									30000 1
CHEMISTRY									19500 2
MATHEMATICS									25800 1
PHYSICS								28500 1	29700 2

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING	26700	2	27667	3	25532	2			26820	1					27060	5		
BUSINESS ADMIN (INCL MGMT	30000	1	28500	1	30000	1							31000	1	26000	1	26000	1
ECONOM & FINANCE (BANKING	29000	1	24000	1	21600	2									26800	2		
HUMAN RSRCS (incl LABOR R	33000	1			34000	1									29167	3		
MANAGEMENT INFO SYSTEMS			30000	1											30000	1	17100	1
MARKETING/MARK MGMT (RESR	24060	5	23591	3			26620	5							26000	1	26850	6
ADVERTISING													18500	1				
COMMUNICATIONS					32500	1												
TELECOMMUN/BROADCASTING					24000	1												
HISTORY	30000	2					25000	1										
POLITICAL SCIENCE/GOVT			27000	1	24000	1									28500	2		
SOCIOLOGY					18000	1									29000	2		
SOCIAL SCIENCES-OTHER					22500	1												
CHEMICAL			37500	1									38000	1	37761	5	39760	5
CIVIL									29650	2					37000	1	37940	5
COMPUTER	27850	2	32673	3														
ELECTRICAL/ELECTRONIC	33784	10	33853 20 37200/31400				37500	1	33253	6					37034	6	35080	5
INDUSTRIAL	32500	1	33900	2	34000	1	34800	1					31000	1	33540	2		
MECHANICAL	30750	2	31645	8					28800	2	32000	1	32450	2	36401	7	37133	12
METALLURGICAL	34200	1							32400	1								
ENGINEERING TECHNOLOGY			25500	2	29000	1												
AGRIBUSINESS									16500	1								
OTHER AGRICULTURAL SCIENC					21500	1							35000	1				

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL		MINING	PACKAGING & AL	PAPER & WOOD P		PETROLEUM & AL	
COMPUTER SCIENCE	33536	9	33716	3			33000	1			31800	1	37000	1
COMPUTER PROGRAMMING	33920	2	31200	1										
INFORMATION SCIENCES & SY			27200	1							30000	1		
CHEMISTRY													31500	1
MATHEMATICS	33000	1					32000	1			30000	1	28200	1

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
ACCOUNTING							18000	2	22750	2			20100	3
BUSINESS ADMIN (INCL MGMT					20000	1			26805	4	17000	1	23213	4
ECONOM & FINANCE (BANKING									26333	3			24000	2
HUMAN RSRCS (incl LABOR R									26000	1				
MANAGEMENT INFO SYSTEMS									27750	2			27000	1
MARKETING/MARK MGMT (RESR	18000	1	30000	1	22000	1			24233	3	25500	3	23525	12
ADVERTISING	26000	1									13000	1		
COMMUNICATIONS													25000	1
JOURNALISM													13200	2
HUMAN ECOLOGY (HOME ECONO					21000	1							17500	1
TEXTILES & CLOTHING									25060	5				
LETTERS (incl English, Li													19250	2
VISUAL & PERFORMING ARTS	22000	2												
POLITICAL SCIENCE/GOVT	18000	1					20000	1						
PSYCHOLOGY	12553	2												
SOCIOLOGY													21000	2
AEROSPACE & AERONAUTICAL													28768	2
CHEMICAL									37817	3	38833	3	33200	2
COMPUTER													33000	1
ELECTRICAL/ELECTRONIC			33000	1	35400	1			34410	2	32267	3	29600	2
INDUSTRIAL									32000	1	32800	1	28000	1
MECHANICAL			31000	1	31500	2			35000	3	32508	5	30110	10
METALLURGICAL							31000	2						

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ENGINEERING TECHNOLOGY							33400 1
COMPUTER SCIENCE					28325 2		32000 1
CHEMISTRY				31200 1		30000 1	
MATHEMATICS					22724 1	32000 1	32200 1

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	26634 164 35000/23000	21073 11		21973 57 30000/18000	24091 11	23886 17	25255 38 33000/20000	26023 13	24400 4
BACHELOR - TECHNICAL			29043 5	24567 3	25700 1	29587 9	29008 46 38000/23500	30196 23 35000/28000	29330 20 37500/24500

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	22172 25 37000/16000	19310 10	22970 10	23262 52 35000/20000	19500 12	20807 105 30000/17000	19125 4		17780 7
BACHELOR - TECHNICAL	24250 4	38000 1		27768 15	28000 1	40846 19	30000 1		

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	18400 3	24000 1	23812 13	24084 10	21787 90 28900/18261	22065 32 31750/20000	21329 23 30000/18852	21181 5	19250 2
BACHELOR - TECHNICAL		20333 3	29345 20 34380/26438	31339 32 36948/28522	24856 13	25612 41 33962/22000	25635 18	25794 10	30360 5

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	16125 4	19600 1	24500 2	25500 2	24250 4	26667 3	27767 5	19267 9	28201 16
BACHELOR - TECHNICAL			25000 1		30490 18	29605 6	32761 16	30883 28 36500/27500	34935 64 42000/31500

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	27142 12	26327 10	25388 11	26350 6	26820 1		24750 2	27847 17	25525 8
BACHELOR - TECHNICAL	33014 28 38000/30000	32783 41 37500/28000	28167 3	36150 2	30737 14	32000 1	33780 5	35904 24 39200/31800	36873 30 41000/33000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	18729 7	30000 1	21000 3	18667 3	25561 20 34000/21500	21300 5	
BACHELOR - TECHNICAL		32000 2	32800 3	31067 3	33220 12	33617 14	

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	33723 9			40333 9	38000 1	32425 4	29680 5	34944 9	
MBA--TECH	40000 1			55000 1	43100 1			35900 1	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH			28100 5	35000 3	27500 1	41300 1			
MBA--TECH	30000 1								

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH			36450 2	22800 2		28222 2	20280 1	30000 1	
MBA--TECH				45000 1					

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH							32900 2		44825 4
MBA--TECH					38500 1				35700 3

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	29500 2	38000 1							35850 2
MBA--TECH									36000 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH					38000 1	30000 1	22767 3
MBA--TECH							

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	26790 145 35000/24000	23331 64 30600/18000	18850 1						21181 4
BUSINESS ADMIN (INCL MGMT		21171 6	21971 7	25500 1					26750 2
ECONOM & FINANCE (BANKING	23900 6	22812 5	22406 16	23500 1	23750 4		17500 1	16500 1	23970 10
HUMAN RSRCS (incl LABOR R			23000 2						25000 1
MARKETING/MARK MGMT (RESR			23750 2		31500 1			18500 1	27000 1
FOREIGN LANGUAGES			20000 1						
LETTERS (incl English, Li			26000 1						
HISTORY					45000 1				
PSYCHOLOGY									12720 1
SOCIOLOGY			15000 1						
INFORMATION SCIENCES & SY		18000 1							
BIOLOGICAL									38000 1
MATHEMATICS		25000 2							28200 1

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT		UNDERWRITING		INSURANCE - CL		DESIGN/GRAPHIC		MEDIA PLANNING		REPORTING		PRODUCTION		PUBLIC RELATIO		WRITING / EDIT	
ACCOUNTING			20000	1														
BUSINESS ADMIN (INCL MGMT	20000	1	18000	1	21750	4												
ECONOM & FINANCE (BANKING	24750	4	22757	7	24950	1											18000	1
HUMAN RSRCS (incl LABOR R	29000	1	23325	8	21631	5							26000	1				
MANAGEMENT INFO SYSTEMS			26000	1														
MARKETING/MARK MGMT (RESR	25000	1	23375	4	22000	1												
ADVERTISING							15000	1							21450	2		
COMMUNICATIONS					24375	1	14000	2	17500	1	13960	1	14016	1	20000	1		
JOURNALISM									18500	1	11900	2			18600	2		
FOREIGN LANGUAGES			25000	1														
LETTERS (incl English, Li					26280	1									18261	1	22750	2
VISUAL & PERFORMING ARTS							22580	5										
HUMANITIES - OTHER			12000	1														
HISTORY	30000	1									20000	1						
POLITICAL SCIENCE/GOVT					21000	2									26859	2		

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING							40000 1	25000 1	23000 1
BUSINESS ADMIN (INCL MGMT		26583 3	25000 1	18000 1	30000 1	26000 1	22292 12		22930 5
ECONOM & FINANCE (BANKING	27500 2	26625 4	21000 1		22000 2		24869 10		21681 4
HUMAN RSRCS (incl LABOR R		21000 1					24127 11		
MARKETING/MARK MGMT (RESR		22167 11	21417 6	26333 3	24125 12		23840 57 35000/18000		
ADVERTISING	14750 2					18500 1	22433 3		
COMMUNICATIONS	25000 1		21000 1				24420 5		
JOURNALISM				28000 1					
TELECOMMUN/BROADCASTING							24000 1		
HUMAN ECOLOGY (HOME ECONO							21667 3		
TEXTILES & CLOTHING							26250 2		
MERCHANDISING MANAGEMENT		17500 1	22500 1						
FOREIGN LANGUAGES							22100 1		
LETTERS (incl English, Li			24000 1	17000 1			23500 2		
CRIMINAL JUSTICE								17300 1	
HISTORY		21000 1	18900 1				28333 3		
POLITICAL SCIENCE/GOVT			21000 1				24750 4		
PSYCHOLOGY							17151 4		
SOCIOLOGY							20467 3		
CHEMICAL							35000 1		
CIVIL		31000 1							
INDUSTRIAL		31800 1					31113 2		
MECHANICAL							32280 5		

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
METALLURGICAL							30000 1		
AGRIBUSINESS							21000 1		
ANIMAL SCIENCES							21840 1		
COMPUTER SCIENCE									16800 1
ARCHITECTURAL & ENVIRONME							26500 1		
BIOLOGICAL		30000 1							
PHYSICS							30250 2		

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT	24000 1		25013 2	20000 1					
ECONOM & FINANCE (BANKING	24000 1	16000 1	22506 4		27000 1				
HUMAN RSRCS (incl LABOR R			22000 1						
MARKETING/MARK MGMT (RESR		23500 4							
REAL ESTATE					18910 2				
COMMUNICATIONS			24000 1						
HUMAN ECOLOGY (HOME ECONO			21000 1						
LETTERS (incl English, Li			22000 1						
CRIMINAL JUSTICE		21000 1	28140 1						
HISTORY			30000 1						
POLITICAL SCIENCE/GOVT		21500 2	21000 2		12000 1				
PSYCHOLOGY			25000 1						
AEROSPACE & AERONAUTICAL							27332 1		
CHEMICAL								34067 3	36000 1
CIVIL					32000 1		29439 25 36000/26500	32692 12	34020 1
COMPUTER							34050 2		
ELECTRICAL/ELECTRONIC		30200 1	24500 2				31310 18	34000 1	32908 15
INDUSTRIAL							31000 2		32042 6
MECHANICAL			25500 2				31230 21 36000/26000	30408 2	33113 27 38000/30000
METALLURGICAL							32400 1		
ENGINEERING TECHNOLOGY							29000 1		26133 3
COMPUTER SCIENCE			22500 2						
ARCHITECTURAL & ENVIRONME							29200 1		

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
GEOLOGY & GEOLOGICAL SCI								29500 1	
MATHEMATICS			21500 2						

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ECONOM & FINANCE (BANKING	28200 1								
HUMAN RSRCS (incl LABOR R									24000 1
MANAGEMENT INFO SYSTEMS	27933 3								
JOURNALISM	19000 1								
POLITICAL SCIENCE/GOVT								27000 1	
AEROSPACE & AERONAUTICAL			28768 2	27500 1					
CHEMICAL					34667 3		37586 30 41000/36000	36934 6	38750 2
CIVIL		28522 1				28592 2		31033 3	31264 6
COMPUTER	33770 4		28750 2	26281 4		35450 2		29000 1	33000 1
ELECTRICAL/ELECTRONIC	34000 7	32035 13	31062 5	32993 8	34940 7	28007 4	35700 2	33929 18	31328 26 37500/27332
INDUSTRIAL					30533 3			31000 1	35340 2
MECHANICAL		30690 4	33300 1	33585 2	34993 9	26252 1	36500 2	33977 37 38600/29000	32089 20 40000/26252
METALLURGICAL							31000 2		27332 1
ENGINEERING TECHNOLOGY	28800 1			26000 1					27500 1
OTHER AGRICULTURAL SCIENC					35000 1				
COMPUTER SCIENCE			31236 5					33500 1	
COMPUTER PROGRAMMING	30947 3		31200 1						
CHEMISTRY					18000 1		21000 1		
MATHEMATICS	28600 2			34000 1	32000 1				

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
MANAGEMENT INFO SYSTEMS	28000 1								
COMPUTER								28000 1	
SYSTEMS ANALYSIS	22000 1								
ALLIED HEALTH			23296 1						
HEALTH SCIENCES			16000 1				11648 1		11000 1
NURSING				28700 4					
PHARMACY						39483 25 44000/37000			
BIOLOGICAL									17910 2

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT					23000 1	21240 2			
ECONOM & FINANCE (BANKING					28200 1		26933 3		
MANAGEMENT INFO SYSTEMS					27200 5	24219 8	30705 4		
MARKETING/MARK MGMT (RESR		16800 1			28200 1				
POLITICAL SCIENCE/GOVT			26000 1						
PSYCHOLOGY	19218 1	14500 2							
SOCIOLOGY	23000 1			19218 1					
SOCIAL SCIENCES-OTHER				15310 2					
AEROSPACE & AERONAUTICAL					27500 1				
CIVIL							28667 3		
COMPUTER					26250 2				
ELECTRICAL/ELECTRONIC					35000 1		32666 2		
MECHANICAL					33000 1				
ENGINEERING TECHNOLOGY					26500 3				
AGRIBUSINESS					16500 1				25500 2
NATURAL RESOURCES									17400 1
COMPUTER SCIENCE		18000 1			27643 23 34000/22200	31019 15	29471 7		
COMPUTER PROGRAMMING					29175 4		31000 1		
INFORMATION SCIENCES & SY					28467 6	27576 5	26407 6		
ALLIED HEALTH		14688 1							
HEALTH SCIENCES	25000 1								
BIOLOGICAL									13440 1
MATHEMATICS					29600 2	30000 1		28600 1	

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				23000 1					
BUSINESS ADMIN (INCL MGMT		28125 4	23167 3	21304 44 31000/18000					21000 2
ECONOM & FINANCE (BANKING		27089 9		22500 26 30000/18900	14000 1				
HOTEL/RESTAURANT MGMT.				19771 7					
HUMAN RSRCS (incl LABOR R		30400 2	25820 10	24000 1					22000 1
MANAGEMENT INFO SYSTEMS				20867 3					
MARKETING/MARK MGMT (RESR		26000 1	24600 3	21679 27 30000/18000					26000 1
ADVERTISING				26000 1					
COMMUNICATIONS				21550 5					
JOURNALISM				17323 3					
ELEMENTARY EDUCATION									22728 41 26196/18841
PRE-ELEMENTARY EDUCATION									22035 7
PHYSICAL EDUCATION									21350 7
SPECIAL EDUCATION									22548 7
HUMAN ECOLOGY (HOME ECONO									21500 1
TEXTILES & CLOTHING				24267 3				24000 1	
MERCHANDISING MANAGEMENT				19433 3					
FOREIGN LANGUAGES									18850 1
LETTERS (incl English, Li			19400 2	20000 2		18500 1			20275 8
VISUAL & PERFORMING ARTS									22300 2
HUMANITIES - OTHER				27500 1		20000 1			
CRIMINAL JUSTICE						16500 1			
HISTORY		23000 1		19267 3					

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
POLITICAL SCIENCE/GOVT			20000 1	24258 6			25000 1		
PSYCHOLOGY			20820 1	22088 4					
SOCIOLOGY			24500 2	22500 2					
SOCIAL SCIENCES-OTHER				19567 3		17000 1			20320 3
CHEMICAL		32000 1							
CIVIL		31500 1		28500 2					
ELECTRICAL/ELECTRONIC		29167 3							
INDUSTRIAL				32000 2					
MECHANICAL		32200 4							
METALLURGICAL		34200 1							
AGRIBUSINESS				22500 1					
ANIMAL SCIENCES									19500 1
OTHER AGRICULTURAL SCIENC				21500 1					22700 1
COMPUTER SCIENCE		29800 5							22000 1
COMPUTER PROGRAMMING		32000 3							
INFORMATION SCIENCES & SY		29000 1		27150 2					
SYSTEMS ANALYSIS					24960 1				
ARCHITECTURAL & ENVIRONME	30000 1								
BIOLOGICAL							20000 1		18000 2
CHEMISTRY				30000 1				31350 2	
MATHEMATICS		29214 7		35000 2	23649 5				20371 2
PHYSICS				27400 1					

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26675 151 35000/24000	23123 75 30600/17000	22118 31 26000/18850	24500 2	28583 6		17500 1	17500 2	23297 19
BACHELOR - TECHNICAL		22667 3							33100 2

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	25375 8	22517 24 26000/20000	22317 15	19488 8	18000 2	14440 4	20008 2	21510 8	21167 3
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	21900 5	23314 21 33000/18000	21685 13	23667 6	24233 15	22250 2	23725 122 40000/18000	21150 2	22437 10
BACHELOR - TECHNICAL		30933 3					29890 14		16800 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	24000 2	21750 8	23613 15	20000 1	19205 4				
BACHELOR - TECHNICAL		30200 1	23500 8		32000 1		30603 72 36000/26500	32569 19	32610 53 38850/27000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	26200 5							27000 1	
BACHELOR - TECHNICAL	32466 17	31541 18	30689 16	30808 17	33605 25 42000/28000	29596 9	36621 37 41000/33600	33971 67 38600/28000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	28000 1								
BACHELOR - TECHNICAL	22000 1		19648 2	28700 4		39483 25 44000/37000	11648 1	28000 1	

AVERAGE SALARY OFFERS MAY 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90-THROUGH 5/6/91 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	21109 2	15267 3	26000 1	16613 3	26925 8	23623 10	29089 7		
BACHELOR - TECHNICAL	25000 1	16344 2			27875 44 38000/22200	30151 21 38400/26000	28793 19	28600 1	20460 4

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		27418 17	24096 22 34000/18000	21624 145 35000/18000	14000 1	18000 4	25000 1	24000 1	22117 81 27000/18841
BACHELOR - TECHNICAL	30000 1	30481 26 35900/28000		28892 12	23868 6		20000 1	31350 2	20134 7

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 5 July 1991

SOUTHERN REGION (SCPA)

Alabama A&M University
University of Alabama
University of Alabama-Engineering
University of Alabama-Birmingham
Auburn University
Augusta College
Averett College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University-Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University-Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
University of Louisville - Engineering
Mars Hill College
Mary Washington College
Memphis State University
Mercer University - Atlanta
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
University of Montevallo
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Asheville
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Institute of Paper & Science
Presbyterian College
Queens College
Randolph-Macon Woman's College
Ringling School of Art & Design
Rollins College
St. Augustine's College
Samford university
University of South Alabama
University of South Carolina
University of South Carolina-Aiken
University of South Carolina - Coastal
University of South Carolina - Spartanburg
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt Unviersity - Owen Graduate School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University - Babcock Graduate School of Management
Western Carolina University
Western Kentucky University
West Georgia College
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Southern** Region.

The data are based on salary offers made to students graduating between September 1, 1990 and August 31, 1910. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (May 6, 1991, through June 5, 1991) and cumulatively (September 1, 1990, and June 5, 1991).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	125	611	$25155	$26364	$29000	$26000	$20000	311	2774	$25317	$26602	$29500	$26000	$20000
BUSINESS ADMIN (INCL MGMT	59	376	23585	23933	31000	21023	18000	159	966	22708	23616	30000	21000	17000
DISTRIBUTION MANAGEMENT	1	4	26400	29577	*	*	*	1	18	26400	27495	*	*	*
ECONOM & FINANCE (BANKING	97	441	23699	25890	30000	23000	19500	176	1238	23456	25913	28800	23000	18000
HOTEL/RESTAURANT MGMT.	6	69	22917	21100	*	*	*	13	118	21223	21127	*	*	*
HUMAN RSRCS (incl LABOR R	18	39	26622	24238	*	*	*	46	93	24308	24066	30000	24000	20000
MANAGEMENT INFO SYSTEMS	10	98	26690	29039	*	*	*	34	322	26349	28412	30000	27400	22000
MARKETING/MARK MGMT (RESR	63	346	22677	23718	28200	22000	18000	186	1081	23052	23850	29736	22725	18000
REAL ESTATE	1	1	20000	20000	*	*	*	3	7	19273	20760	*	*	*
COMMUNICATIONS														
ADVERTISING	2	9	17500	24667	*	*	*	11	51	20018	21866	*	*	*
COMMUNICATIONS	9	65	19911	23155	*	*	*	23	193	20082	22067	25000	21000	14000
JOURNALISM	3	30	22000	22821	*	*	*	13	103	18808	20586	*	*	*
TELECOMMUN/BROADCASTING	1	13	16000	22200	*	*	*	2	52	20000	23388	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	18	56	19414	20015	*	*	*	59	273	21717	20054	26000	22000	14000
PRE-ELEMENTARY EDUCATION	+	3	+	16167				7	30	22035	16599	*	*	*
PHYSICAL EDUCATION	2	4	19000	19750	*	*	*	9	29	20828	19314	*	*	*
SPECIAL EDUCATION	1	10	25000	20711	*	*	*	7	50	22548	22424	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	2	11	20000	21854	*	*	*	7	27	21071	21159	*	*	*
TEXTILES & CLOTHING	10	43	21828	21250	*	*	*	14	82	22827	21210	*	*	*
MERCHANDISING MANAGEMENT	+	13	+	21233				5	44	19660	21017	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	2	19	22500	21962	*	*	*	4	36	21488	21636	*	*	*
LETTERS (incl English, Li	8	44	21095	20966	*	*	*	26	112	20963	21490	26000	20250	18000
VISUAL & PERFORMING ARTS	1	13	18700	18520	*	*	*	8	63	22025	19646	*	*	*
HUMANITIES - OTHER	1	35	10000	23977	*	*	*	4	81	17375	22806	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	3	18	19767	23295	*	*	*	7	58	20320	21533	*	*	*
HISTORY	8	37	27250	25430	*	*	*	15	68	24713	23455	*	*	*
POLITICAL SCIENCE/GOVT	16	54	22753	24407	*	*	*	29	131	23207	23063	28000	24000	18000
PSYCHOLOGY	12	52	19663	21918	*	*	*	23	151	19281	20553	25000	20820	13105
SOCIOLOGY	8	21	22533	22206	*	*	*	15	63	20525	20119	*	*	*
SOCIAL SCIENCES-OTHER	9	46	16682	22570	*	*	*	18	127	17634	21536	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	21	27332	31568	*	*	*	5	123	27973	30434	*	*	*
AGRICULTURAL	+	5	+	30822				+	39	+	30878			
ARCHITECTURAL	+	10	+	32103				+	50	+	31193			
BIOENGINEERING & BIOMEDIC	+	3	+	32867				+	9	+	29567			
CHEMICAL	96	376	36673	37591	39780	37500	34500	108	1352	36635	37381	39660	37500	33400
CIVIL	40	264	30155	29902	37440	29100	26000	72	829	30237	29666	36400	29200	26438
COMPUTER	7	70	34243	33158	*	*	*	21	201	31438	32368	35100	32100	26252
ELECTRICAL/ELECTRONIC	127	537	32883	33298	37200	33400	27332	211	1642	32495	33191	37200	33100	27300

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	2	+	$28000				+	6	+	$28983			
INDUSTRIAL	15	148	$31555	32199	*	*	*	28	414	$31681	32299	$35880	$31900	$28000
MECHANICAL	137	567	32887	33881	$37500	$34500	$26000	222	1893	32502	34007	37400	33400	26000
METALLURGICAL	3	35	30511	32473	*	*	*	6	151	30989	33400	*	*	*
MINING (INCL GEOLOGICAL)	+	9	+	32889				+	48	+	31504			
NUCLEAR	1	6	27300	32733	*	*	*	1	21	27300	32447	*	*	*
PETROLEUM	+	27	+	40090				+	181	+	38972			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	3	47	34188	34088	*	*	*	13	180	28597	29697	*	*	*
INDUSTRIAL TECHNOLOGY	2	17	23850	30004	*	*	*	2	35	23850	28645	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	3	19	25500	25019	*	*	*	6	74	22750	23145	*	*	*
ANIMAL SCIENCES	+	2	+	33500				2	29	20670	22557	*	*	*
PLANT SCIENCES	+	3	+	18467				+	15	+	20140			
NATURAL RESOURCES	+	2	+	19500				1	12	17400	20588	*	*	*
OTHER AGRICULTURAL SCIENC	6	10	21667	22970	*	*	*	9	37	23244	24158	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	37	220	28960	31122	33840	30000	22200	73	762	28585	30680	33840	29000	22067
COMPUTER PROGRAMMING	5	16	26768	26392	*	*	*	15	35	29349	27216	*	*	*
INFORMATION SCIENCES & SY	3	58	33000	30187	*	*	*	24	200	27809	29344	30000	28300	23500
SYSTEMS ANALYSIS	1	2	31200	33450	*	*	*	3	8	26053	27433	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	2	96	28500	30809	*	*	*	4	155	23746	29654	*	*	*
HEALTH SCIENCES	4	9	21275	22279	*	*	*	8	41	18594	20941	*	*	*
NURSING	16	161	30038	32000	*	*	*	20	250	29770	30801	35000	30000	24000
PHARMACY	15	28	38519	39082	*	*	*	40	56	39122	39439	43160	39520	35000
SCIENCES														
ACTUARIAL	+	20	+	33708				+	26	+	32309			
ARCHITECTURAL & ENVIRONME	+	2	+	36500				3	18	28567	27578	*	*	*
BIOLOGICAL	1	13	38000	24672	*	*	*	8	[illegible]	21658	21457	*	*	*
CHEMISTRY	3	29	23233	25951	*	*	*	6	[illegible]	25067	27108	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	2	+	30000				1	[illegible]	29500	28380	*	*	*
MATHEMATICS	18	66	27894	28995	*	*	*	31	162	26960	27978	32200	28000	21023
PHYSICS	+	6	+	27207				3	21	29300	28530	*	*	*
OTHER PHYSICAL & EARTH SC	+	2	+	32520				+	7	+	25084			
POLYMER SCIENCE	1	1	32600	32600	*	*	*	1	3	32600	34367	*	*	*
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	1043	5492						2182	17694					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	88	407	$25821	$26828	$29100	$26000	$21500	214	2044	$26286	$27158	$30500	$26500	$22000
ACCOUNTING (PRIVATE)	41	239	23740	25752	28000	24000	19440	106	775	23039	25180	27800	23110	18000
COMMERCIAL BANKING (CNSMR	25	46	20300	21336	24000	21000	15000	48	107	21107	21970	24500	22000	15500
COMMERCIAL BANKING (LENDG	5	52	21200	23366	*	*	*	6	137	21917	23780	*	*	*
INVESTMT BANKING (CORP FN	3	20	31667	30614	*	*	*	6	43	28583	29041	*	*	*
INVESTMT BANKNG (M & A)	+	3	+	32000				+	5	+	30600			
INVESTMT BANKG (REAL EST)	+	2	+	27500				1	6	17500	21750	*	*	*
INVESTMT BANKG (SALES & T	1	9	16500	27067	*	*	*	2	26	17500	24777	*	*	*
FINANCIAL/TREASURY ANALYS	13	128	28713	27735	*	*	*	29	404	25697	27443	31200	25200	18872
PORTFOLIO MGMT/BROKERAGE	4	23	23475	27209	*	*	*	11	50	24264	25137	*	*	*
UNDERWRITING	6	36	23550	24585	*	*	*	25	139	22616	24433	25000	23500	20000
INSURANCE - CLAIMS	4	39	20625	22997	*	*	*	19	113	21961	22785	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	7	+	22323				8	32	19488	20515	*	*	*
MEDIA PLANNING	+	10	+	18614				2	17	18000	20232	*	*	*
REPORTING	1	9	20000	23400	*	*	*	4	22	14440	18422	*	*	*
PRODUCTION	3	15	17333	22816	*	*	*	4	55	16504	24295	*	*	*
PUBLIC RELATIONS	6	20	20377	21533	*	*	*	10	54	21408	20463	*	*	*
WRITING / EDITING	1	11	21500	21363	*	*	*	4	38	21250	20671	*	*	*
MARKETING														
ADVERTISING	5	17	24360	23224	*	*	*	7	43	21614	21360	*	*	*
BRAND/PRODUCT MANAGEMENT	5	27	28220	25951	*	*	*	26	125	24323	24443	31000	22750	18000
BUYER/MERCHANDISING	14	122	22629	23710	*	*	*	23	303	22378	23517	25000	21000	21000
DISTRIBUTION	3	10	18640	25106	*	*	*	9	46	21991	26051	*	*	*
MARKET RESEARCH	8	25	26433	25942	*	*	*	18	77	25353	25448	*	*	*
PURCHASING	+	8	+	33440				2	32	22250	27716	*	*	*
SALES	74	350	24819	25667	32000	25100	18000	187	1080	24061	25372	31000	24600	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	7	+	23423				2	32	21150	20765	*	*	*
FINANC,TAXA, MONETARY POL	5	16	19726	21026	*	*	*	14	80	21700	22655	*	*	*
ECONOMIC PROGRAMS	1	10	25418	21486	*	*	*	3	17	24473	21721	*	*	*
LAW ENFORCEMENT	7	25	19150	23342	*	*	*	16	59	21140	23076	*	*	*
MILITARY	16	25	23188	23440	*	*	*	23	55	23573	23685	26000	24000	21000
NATIONAL SECURITY	+	1	+	27000				1	9	20000	20956	*	*	*
URBAN / REGIONAL PLANNING	2	2	19500	19500	*	*	*	5	10	21764	19183	*	*	*
ENGINEERING														
BIOENGINEERING	+	3	+	30200				+	9	+	27622			
DESIGN / CONSTRUCT	71	291	30504	30892	35340	30000	25000	115	877	30439	30766	35000	30000	25000
ENVIRONMENTAL/SANITATION	16	56	32828	31853	*	*	*	24	159	32796	30989	37500	32250	28500
MANUFACTURING/INDUSTRIAL	42	264	33402	34018	37500	34010	29000	81	980	32581	33930	37200	33400	27000
SYSTEMS / PROGRAMMING	20	74	33264	32300	36900	33770	27500	33	241	31659	32238	36000	32100	27500
POWER SYSTEMS	19	83	32199	33351	*	*	*	31	233	31748	33217	35000	32760	28522
SOFTWARE DESIGN & DEVELOP	12	77	33615	33724	*	*	*	22	206	31828	32869	34000	31700	27500
HARDWARE DESIGN & DEVELOP	7	51	33043	34041	*	*	*	20	191	31432	33709	34170	33120	26252

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	45	93	$34026	$34602	$38400	$35400	$27332	65	328	$33789	$34268	$38600	$35000	$27332
TESTING	14	38	30541	30612	*	*	*	20	145	29822	30692	35900	28250	26252
PROCESS ENGINEERING	61	267	37245	37737	39950	38000	35000	72	1072	36921	37658	39936	37630	34800
PROJECT ENGINEERING	82	341	34257	34080	38000	35640	27812	117	1113	33807	34092	37956	35000	27500
OTHER ENGINEERING	36	494	32419	33341	38000	33000	26438	74	1480	31898	32821	37500	32450	26500
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	2	7	23260	19789	*	*	*	4	28	24130	23074	*	*	*
INDUSTRIAL HYGIENE	+	3	+	24233				+	5	+	24106			
MEDICAL TECHNOLOGY	3	14	24700	27564	*	*	*	5	44	22679	24765	*	*	*
NURSES / PERSONAL CARE	16	160	30038	31947	*	*	*	20	245	29770	30640	35000	30000	24000
OCCUPATIONAL THERAPY	+	20	+	29412				+	38	+	29627			
PHARMACIST	15	28	38519	39082	*	*	*	40	57	39122	39213	43160	39520	35000
PHYSICAL THERAPY	+	20	+	31630				1	24	11648	29532	*	*	*
RESPIRATORY THERAPY	1	1	27600	27600	*	*	*	2	5	27800	32651	*	*	*
OTHER HEALTH RELATED	1	62	15600	29176	*	*	*	4	123	15605	26394	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	7	14	19634	19138	*	*	*	9	34	20604	20069	*	*	*
COUNSELING	5	17	16605	17866	*	*	*	9	62	16612	17107	*	*	*
FUNDRAISING / DEVELOPMENT	2	3	21500	18500	*	*	*	2	4	21500	17685	*	*	*
SOCIAL WORK	5	16	15489	18278	*	*	*	8	55	15910	17470	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	19	151	28818	28899	*	*	*	61	576	27826	28799	33020	27500	22200
INFORMATION SYSTEMS	10	75	27521	30816	*	*	*	36	253	27527	29911	33500	28250	22000
SYSTEMS ANALYSIS & DESIGN	11	95	31973	30889	*	*	*	33	344	29518	30178	33500	28800	26000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	29	+	32700				1	50	28600	32220	*	*	*
AGRICULTURE/NAT'L RESOURC	2	13	25500	20954	*	*	*	4	91	20460	21863	*	*	*
ARCHITECTURE	+	2	+	36500				1	10	30000	28290	*	*	*
CONSULTING	26	183	29385	29328	32500	28850	26000	45	491	29258	29214	32500	29000	25000
HUMAN RESRCS /INDUS RELS	7	31	29429	25484	*	*	*	22	95	24096	23651	30000	23100	18000
MANAGEMENT TRAINEE	118	547	22528	22823	29000	21500	19000	240	1354	22136	22764	27000	21012	18000
MATH/STATISTICIANS	2	10	22776	23959	*	*	*	8	33	22279	23647	*	*	*
PARALEGAL	+	16	+	21706				4	25	18000	20592	*	*	*
RESEARCHERS NON-TECHNICAL	1	6	18700	21157	*	*	*	3	13	21233	22612	*	*	*
RESEARCHERS - TECHNICAL	1	17	24000	27590	*	*	*	3	43	28900	28678	*	*	*
TEACHING	23	109	20283	20291	26000	20241	14200	108	523	21574	20475	26000	21850	18000
TOTALS	1043	5492						2182	17694					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	29	57	$29662	$30961	$32500	$30000	$26000	40	239	$30071	$31257	$34000	$30000	$27000
MBA--NON-TECH	30	107	34678	33959	46000	35132	23000	95	362	33832	35225	40500	33500	25000
MBA--TECH	6	20	40493	38099	*	*	*	16	79	39403	39402	*	*	*
MS-BUSINESS	2	18	33500	40982	*	*	*	3	39	31167	42121	*	*	*
ECONOMICS & FINANCE (BANK	+	88	+	38966				+	235	+	41841			
HUMAN RESOURCES (INCL LAB	6	21	34600	39090	*	*	*	10	53	31711	38700	*	*	*
MANAGEMENT INFORMATION SY	+	17	+	36666				+	33	+	35820			
MARKETING/MKTNG MGT (RESE	+	41	+	40678				1	141	42000	43503	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	2	+	34900				1	8	32800	29320	*	*	*
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	20000				5	16	23017	23926	*	*	*
ELEMENTARY EDUCATION	1	2	28000	25500	*	*	*	1	29	28000	24354	*	*	*
PHYSICAL EDUCATION	+	2	+	24250				+	7	+	23286			
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	4	+	23784				+	14	+	23764			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	16650			
LETTERS	+	3	+	29394				1	7	24000	26026	*	*	*
VISUAL & PERFORMING ARTS	+	3	+	23967				+	5	+	22845			
HUMANITIES - OTHER	+	5	+	33968				+	9	+	32760			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	1	+	22145				+	1	+	22145			
PSYCHOLOGY	1	2	19000	19500	*	*	*	1	12	19000	23209	*	*	*
SOCIOLOGY	+	+	+	+				+	3	+	24267			
SOCIAL SCIENCES - OTHER	+	+	+	+				2	13	23000	30853	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	4	+	35970				+	15	+	35934			
AGRICULTURAL	+	1	+	35400				+	3	+	30800			
BIOENGINEERING & BIOMEDIC	+	1	+	27950				+	3	+	31150			
CHEMICAL	3	24	40667	41462	*	*	*	4	68	40375	40352	*	*	*

continued

SCPA REGIONAL Report No. 5 JULY 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91 NUMBER OF OFFERS REGIONAL	NATIONAL	AVERAGE $ OFFERS REGIONAL	NATIONAL	PERCENTILES' 90TH	50TH	10TH	CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 NUMBER OF OFFERS REGIONAL	NATIONAL	AVERAGE $ OFFERS REGIONAL	NATIONAL	PERCENTILES' 90TH	50TH	10TH
CIVIL	4	39	$37425	$35077	*	*	*	8	112	$36963	$34912	*	*	*
COMPUTER	+	11	+	38264				+	18	+	39297			
ELECTRICAL/ELECTRONIC	3	55	39333	39012	*	*	*	6	173	36848	38658	*	*	*
INDUSTRIAL	2	11	33085	38253	*	*	*	3	32	33390	36989	*	*	*
MECHANICAL	12	51	32900	36980	*	*	*	13	165	32754	37856	*	*	*
METALLURGICAL	+	5	+	37552				+	24	+	37917			
MINING & MINERAL	+	+	+	+				+	14	+	35007			
NUCLEAR	+	5	+	39048				+	7	+	38691			
PETROLEUM	+	4	+	47150				+	31	+	44097			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	2	5	22869	34147	*	*	*	2	9	22869	28291	*	*	*
HEALTH SCIENCES	+	3	+	24240				2	17	30500	25895	*	*	*
NURSING	+	4	+	55500				+	4	+	55500			
SCIENCES														
AGRICULTURAL & NATL RESOU	1	1	30000	30000	*	*	*	3	7	28333	26671	*	*	*
ARCHITECTURAL & ENVIRONME	+	+	+	+				1	1	28080	28080	*	*	*
BIOLOGICAL	+	2	+	26000				2	5	24679	24012	*	*	*
CHEMISTRY	1	6	35220	36657	*	*	*	1	13	35220	34411	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	16	57	38100	38404	*	*	*	29	137	37809	37710	$45000	$39000	$30000
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	4	+	38755				+	34	+	37134			
MATHEMATICS (INCL ACTUARI	1	6	20000	30334	*	*	*	2	18	23750	29206	*	*	*
PHYSICS	+	+	+	+				+	3	+	27219			
POLYMER	+	2	+	34980				+	2	+	34980			
TOTALS	120	695						252	2229					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 5/6/91 THROUGH 6/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	7	60	$36214	$41173	*	*	*	44	184	$44499	$44328	$53000	$45760	$28000
MBA--TECH	5	26	46600	49085	*	*	*	19	71	48284	48762	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	10	97	50178	48008	*	*	*	79	300	48727	48622	60000	48000	39000
MBA--TECH	6	58	48603	53184	*	*	*	36	161	49074	52801	56160	50500	40000
OVER 4 YEARS														
MBA--NON-TECH	9	264	43894	52026	*	*	*	48	407	46898	50782	55000	47750	36000
MBA--TECH	8	117	50550	54295	*	*	*	20	196	51825	53706	58500	52500	45000
TOTALS	45	622						246	1319					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 5/6/91 THROUGH 6/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	16	+	$59894				+	26	+	$58458			
ECONOMICS	+	2	+	43000				+	2	+	43000			
EDUCATION														
EDUCATION ADMINISTRATION	+	6	+	43417				+	11	+	40597			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	45000				2	3	$32500	36667	*	*	*
FOREIGN LANGUAGES	+	+	+	+				1	2	45739	36870	*	*	*
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	4	+	38250				+	9	+	45078			
SOCIOLOGY	+	1	+	40000				+	1	+	40000			
SOCIAL SCIENCES	+	+	+	+				1	1	30000	30000	*	*	*
ENGINEERING														
AEROSPACE	+	+	+	+				+	3	+	46027			
CHEMICAL	+	47	+	53612				+	75	+	53114			
CIVIL	+	+	+	+				+	6	+	41499			
COMPUTER	+	3	+	55833				+	5	+	54400			
ELECTRICAL/ELECTRONIC	+	17	+	56414				+	29	+	56164			
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	7	+	44883				+	12	+	46196			
METALLURGICAL	+	5	+	51212				+	18	+	48739			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	3	+	46183				+	4	+	43638			
BIOLOGICAL	1	2	$41250	33125	*	*	*	2	6	37400	31800	*	*	*
CHEMISTRY	1	15	45000	48665	*	*	*	1	66	45000	48608	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	1	+	46000				+	10	+	52184			
MATHEMATICS	+	+	+	+				+	6	+	38483			
PHYSICS	+	3	+	38100				+	5	+	38860			
POLYMER	1	1	52500	52500	*	*	*	2	6	52950	48417	*	*	*
TOTALS	3	134						9	307					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	26458 208 35000/22000			22761 9		40000 1	25600 2	22625 4	24600 1
BUSINESS ADMIN (INCL MGMT	26375 4			21341 17		23500 2	24296 5	28750 2	20000 1
ECONOM & FINANCE (BANKING	25200 7	27500 2		21748 44 26000/20000	21250 8	18280 2	26164 11	25375 4	
HUMAN RSRCS (incl LABOR R				23800 5			27000 2	30800 1	
MANAGEMENT INFO SYSTEMS	32500 1					26800 3	25732 13	28500 1	28000 1
MARKETING/MARK MGMT (RESR	25000 1			21750 4	25000 2	28200 5	23338 8	26000 1	25000 1
REAL ESTATE				20000 1					
ADVERTISING		17760 5				24000 1			
COMMUNICATIONS		19500 2		20000 1		13333 3			
JOURNALISM		17400 2				22500 2			
TELECOMMUN/BROADCASTING						16000 1			
HUMAN ECOLOGY (HOME ECONO				22000 1					
FOREIGN LANGUAGES				20000 1					
LETTERS (incl English, Li				23500 2		17000 1	22500 2		
VISUAL & PERFORMING ARTS		35000 1							
HUMANITIES - OTHER				10000 1					
HISTORY				20000 1	45000 1		21000 1	23000 1	
PSYCHOLOGY				17110 2		18500 1			
SOCIOLOGY				15000 1					
SOCIAL SCIENCES-OTHER				16200 1					
CHEMICAL								33986 4	37400 1
CIVIL			29000 1			28000 1		28625 4	29664 11
COMPUTER						26500 1	31313 6	33500 1	

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ELECTRICAL/ELECTRONIC			29016 1			34000 2	31200 3	30182 9	25800 4
INDUSTRIAL						28000 1			
MECHANICAL			28600 2				33494 5	33000 5	31477 5
ENGINEERING TECHNOLOGY							27075 4		
COMPUTER SCIENCE	27000 1			26500 1		30290 2	27045 18	30020 5	21700 2
COMPUTER PROGRAMMING					25700 1		30500 5	31500 2	
INFORMATION SCIENCES & SY						29000 1	27643 7		
ARCHITECTURAL & ENVIRONME			30000 1						
GEOLOGY & GEOLOGICAL SCI									29500 1
MATHEMATICS				23600 2		26200 1	31400 2	28083 6	

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	24000 2		19000 2	23490 3		18540 5			
BUSINESS ADMIN (INCL MGMT	20625 4	18175 4	24500 2	20925 8		20817 47 32400/18000			
ECONOM & FINANCE (BANKING	23848 21 37000/18000			22007 15	21000 1	21739 18			16000 1
HOTEL/RESTAURANT MGMT.		20617 6	21743 7						
HUMAN RSRCS (incl LABOR R	16000 1		28900 1	23369 21 29000/20000	21000 1	24000 1	16000 1		18000 1
MANAGEMENT INFO SYSTEMS	23000 1			26500 2		24000 1			
MARKETING/MARK MGMT (RESR	22300 4	21350 2	23500 4	23813 8	20000 5	21108 45 25500/18000	21000 2		20000 1
ADVERTISING						21000 1			
COMMUNICATIONS		14000 1		24375 1		20921 8			13960 1
JOURNALISM						21000 1			13000 1
ELEMENTARY EDUCATION						11000 1		10700 1	
PHYSICAL EDUCATION						19000 2			
TEXTILES & CLOTHING						20469 7			
MERCHANDISING MANAGEMENT						19660 5			
FOREIGN LANGUAGES			22100 1	25000 1					
LETTERS (incl English, Li				26280 1	18500 1	24000 1			
VISUAL & PERFORMING ARTS									23500 1
HUMANITIES - OTHER				12000 1	20000 1				
CRIMINAL JUSTICE					16500 1				
HISTORY	30000 1					20300 3			20000 1
POLITICAL SCIENCE/GOVT	27000 1	21000 1		25667 3		22543 7	18500 1		
PSYCHOLOGY						22492 6			
SOCIOLOGY			27000 1			18850 4			

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
SOCIAL SCIENCES-OTHER	21000 1				18500 2	11440 1			
COMPUTER					28000 1		50000 1		
MECHANICAL							30000 1		
OTHER AGRICULTURAL SCIENC						22000 1			
COMPUTER SCIENCE	25000 1			25228 5					
COMPUTER PROGRAMMING				23250 2					
INFORMATION SCIENCES & SY	23000 3			27804 6					
SYSTEMS ANALYSIS				24960 1					
PHARMACY						40832 26 44000/39000			
BIOLOGICAL		38000 1							
MATHEMATICS	28000 1			32867 3					

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			24000 2	25940 7	15565 3	21048 9	22023 14	21250 2	22750 2
BUSINESS ADMIN (INCL MGMT		30000 1	21525 4		20667 3	21797 11	24000 2	20002 2	
ECONOM & FINANCE (BANKING			26005 2	25027 5		22081 8			
HUMAN RSRCS (incl LABOR R			30000 1	23200 1	22000 1	22000 1			
MANAGEMENT INFO SYSTEMS			24946 1	30000 1				23400 1	
MARKETING/MARK MGMT (RESR	19200 1		21125 4	17000 1	21400 2	21500 1	25418 1		17000 1
REAL ESTATE	17000 1						20820 1		
ADVERTISING					28900 1			—	
COMMUNICATIONS					24000 1	22098 2			
JOURNALISM					18500 1		21600 1		
ELEMENTARY EDUCATION					22098 57 26196/18000				
PRE-ELEMENTARY EDUCATION					22035 7				
PHYSICAL EDUCATION					21350 7				
SPECIAL EDUCATION					22548 7				
HUMAN ECOLOGY (HOME ECONO				26500 1	19750 2	21000 1			
TEXTILES & CLOTHING		24000 1							
FOREIGN LANGUAGES					18850 1				
LETTERS (incl English, Li	19000 1				20058 8	22000 1	20400 2		
VISUAL & PERFORMING ARTS					18425 4				
HUMANITIES - OTHER						27500 1			
CRIMINAL JUSTICE						17300 1	21688 5		
HISTORY							30000 1		
POLITICAL SCIENCE/GOVT					26000 1	22572 3	20800 5		

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
PSYCHOLOGY					14000 1	23012 2	17853 3	15600 1	17000 1
SOCIOLOGY						18744 1	19218 1	11520 1	
SOCIAL SCIENCES-OTHER					20320 3		14207 3		20000 1
AEROSPACE & AERONAUTICAL					27500 2	27332 1			
CHEMICAL		36040 2			19000 1	26091 4	28500 1		
CIVIL			28394 10	31665 5		26250 6	29172 9		
COMPUTER						26252 2			
ELECTRICAL/ELECTRONIC		32760 4	34284 3	31982 22 35000/31050	30971 4	27175 28 33962/25000	29500 1		
INDUSTRIAL				30863 2		24667 2			
MECHANICAL		33000 1	31500 2	32310 10	26000 1	26013 21 37800/22067	27341 4		
METALLURGICAL						27332 1			
NUCLEAR						27300 1			
ENGINEERING TECHNOLOGY				31192 2					
INDUSTRIAL TECHNOLOGY						21000 1			
ANIMAL SCIENCES					19500 1				
NATURAL RESOURCES							17400 1		
OTHER AGRICULTURAL SCIENC							22700 1		
COMPUTER SCIENCE		26000 1	27600 2	28625 4	22000 1	22356 3	17400 2		
COMPUTER PROGRAMMING	26000 1								
INFORMATION SCIENCES & SY			27300 3		28000 1				
SYSTEMS ANALYSIS									22000 1
ALLIED HEALTH							14688 1	22648 2	35000 1
HEALTH SCIENCES							18000 1	18150 5	15000 1

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
NURSING						30000 2		29663 16	30400 2
PHARMACY								35552 11	34500 2
BIOLOGICAL		17500 2			18000 2	13440 1	20820 1		
CHEMISTRY								18700 1	
MATHEMATICS					19929 3	21749 5			

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING	19000 1				27000 1		24660 2	22800 6	
BUSINESS ADMIN (INCL MGMT	16000 1	19600 1			26000 1	25000 1		20475 4	31500 2
DISTRIBUTION MANAGEMENT							26400 1		
ECONOM & FINANCE (BANKING			27000 1		25000 1		29167 3		30920 4
HUMAN RSRCS (incl LABOR R			22000 1						
MANAGEMENT INFO SYSTEMS						30000 1			
MARKETING/MARK MGMT (RESR				14500 1		27500 2	25579 3	19767 6	26978 12
COMMUNICATIONS	17500 1								
JOURNALISM					19000 1				
LETTERS (incl English, Li			18000 1						27000 1
HISTORY								16800 1	
POLITICAL SCIENCE/GOVT				28000 1					
PSYCHOLOGY	12000 1		20000 1						
SOCIOLOGY				23000 1					
SOCIAL SCIENCES-OTHER			17140 5						
CHEMICAL					36540 2				36867 30 38500/35500
CIVIL					29184 1			28333 9	33177 3
COMPUTER					29000 1				35100 1
ELECTRICAL/ELECTRONIC					30967 10	34690 2	33600 3	32592 8	37033 8
INDUSTRIAL					28200 3	34750 1	32850 2	31000 2	36330 2
MECHANICAL					31667 12		33015 19	30693 15	35797 23 42000/33000
METALLURGICAL								30000 1	
ENGINEERING TECHNOLOGY					20000 1				

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
AGRIBUSINESS						24500 3			21000 1
ANIMAL SCIENCES								21840 1	
OTHER AGRICULTURAL SCIENC						20500 3			
COMPUTER SCIENCE									38400 1
COMPUTER PROGRAMMING								27500 1	
HEALTH SCIENCES			25000 1						
PHARMACY									43160 1
ARCHITECTURAL & ENVIRONME							26500 1	29200 1	
BIOLOGICAL									30000 1
CHEMISTRY									19500 2
MATHEMATICS									25800 1
PHYSICS								28500 1	29700 2

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING	26700	2	27667	3	25532	2			26820	1			26000	1	27060	5	29000	1
BUSINESS ADMIN (INCL MGMT	27400	3	28500	1	30640	5	36500	1	19800	1			31000	1	27333	3	29850	2
ECONOM & FINANCE (BANKING	29000	1	24000	1	25567	3									26800	2	29000	2
HUMAN RSRCS (incl LABOR R	33000	1			34000	1									29167	3		
MANAGEMENT INFO SYSTEMS	24000	1	30000	1											30000	1	17100	1
MARKETING/MARK MGMT (RESR	24043	7	23693	4	24040	5	23913	8							26000	1	26850	6
ADVERTISING													18500	1				
COMMUNICATIONS					32500	1												
JOURNALISM	25200	1			20000	1												
TELECOMMUN/BROADCASTING					24000	1												
HISTORY	30000	2					25000	1										
POLITICAL SCIENCE/GOVT			27000	1	24000	1									28500	2		
PSYCHOLOGY					26000	1												
SOCIOLOGY					18000	1									29000	2		
SOCIAL SCIENCES-OTHER					22500	1												
CHEMICAL			37000	2									38000	1	37761	5	39193 41000/38000	20
CIVIL									29650	2					37000	1	37438	9
COMPUTER	28900	3	32673	3														
ELECTRICAL/ELECTRONIC	33743	15	33143 37200/30000	26			37500	1	33253	6			38500	1	36364	11	36074	15
INDUSTRIAL	34664	2	33900	2	34000	1	34800	1					31000	1	33540	2		
MECHANICAL	30750	2	33270	15					28800	2	32000	1	32450	2	36071	10	37153	17
METALLURGICAL	34200	1							32400	1								
ENGINEERING TECHNOLOGY	34500	1	25500	2	29000	1												

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE	METALS & METAL		MINING	PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
INDUSTRIAL TECHNOLOGY			26700	1												
AGRIBUSINESS					25500	1		16500	1							
OTHER AGRICULTURAL SCIENC					23500	2					35000	1				
COMPUTER SCIENCE	33532	10	33716	3				30000	2				31800	1	37000	1
COMPUTER PROGRAMMING	33920	2	31200	1												
INFORMATION SCIENCES & SY	42000	1	27200	1									30000	1		
SYSTEMS ANALYSIS															31200	1
CHEMISTRY															31500	1
MATHEMATICS	33000	1						32000	1				30000	1	28200	1

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
ACCOUNTING							18000	2	22750	2	27600	1	20448	5
BUSINESS ADMIN (INCL MGMT	15600	1			20000	1			26805	4	17000	1	26042	6
ECONOM & FINANCE (BANKING									26100	5	31200	1	21667	3
HUMAN RSRCS (incl LABOR R									26000	1				
MANAGEMENT INFO SYSTEMS									27750	2			27000	1
MARKETING/MARK MGMT (RESR	18000	1	30000	1	22000	1			22940	5	25500	3	23738	16
ADVERTISING	26000	1									13000	1		
COMMUNICATIONS													25000	1
JOURNALISM													13200	2
HUMAN ECOLOGY (HOME ECONO					21000	1							17500	1
TEXTILES & CLOTHING									25383	6				
LETTERS (incl English, Li													20000	4
VISUAL & PERFORMING ARTS	22000	2												
HISTORY													19000	1
POLITICAL SCIENCE/GOVT	18000	1					20000	1						
PSYCHOLOGY	17202	3												
SOCIOLOGY													21000	2
AEROSPACE & AERONAUTICAL													28768	2
CHEMICAL									37690	5	37202 41000/34800	26	34950	4
COMPUTER													33000	1
ELECTRICAL/ELECTRONIC			33500	2	35400	1			35404	5	33972	12	32715	4
INDUSTRIAL									31750	2	32800	1	28000	1
MECHANICAL			32000	2	33750	6			33800	11	33863	13	30720	15

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
METALLURGICAL				31000 2			
ENGINEERING TECHNOLOGY							33290 2
OTHER AGRICULTURAL SCIENC						21000 1	
COMPUTER SCIENCE					28325 2	29550 2	34067 3
CHEMISTRY				31200 1		30000 1	
MATHEMATICS					22724 1	32000 1	32200 1
POLYMER SCIENCE							32600 1

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	26438 221 35000/22000	21050 12		21483 91 30000/16500	24091 11	22975 22 40000/16000	25039 44 33000/20000	25557 14	24400 4
BACHELOR - TECHNICAL	27000 1		29043 5	24567 3	25700 1	29587 9	29057 50 38000/23500	30616 36 36500/27500	29049 24 37500/24500

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	23264 36 37000/16500	19579 14	22844 18	22920 64 35000/19500	19500 12	20882 164 32400/17000	19125 4	10700 1	17780 7
BACHELOR - TECHNICAL	24400 5	38000 1		27237 17	28000 1	40135 27 44000/39000	40000 2		

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	18400 3	27000 2	23254 14	25213 16	21450 110 28900/15000	21758 42 31750/20000	21097 30000/1[illegible]	19003 7	19900 5
BACHELOR - TECHNICAL	26000 1	29712 10	29345 20 34380/26438	31636 45 36948/28800	24323 16	25937 78 37800/22000	25378 22 33000/18000	29155 35 40000/22000	28829 7

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	16125 4	19600 1	19189 9	21833 3	24250 4	27500 4	26662 9	20829 17	28285 19
BACHELOR - TECHNICAL			25000 1		30851 30 40000/27600	26570 9	32811 25 35900/31000	30133 39 36980/25000	35390 76 43160/32000

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	26394 18	26116 11	26181 23 36000/20800	25280 10	23310 2		25167 3	27863 19	27075 12
BACHELOR - TECHNICAL	33435 38 42000/29500	32819 56 37500/28000	27100 5	36150 2	30488 15	32000 1	34567 6	35794 32 39200/33500	37252 65 41000/34000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	19245 9	30000 1	21000 3	18667 3	25269 25 34000/21000	23614 7	
BACHELOR - TECHNICAL		32750 4	33986 7	31067 3	33852 26 39950/30000	34913 57 41000/30000	

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	32991 10			36533 15	38000 1	32425 4	29680 5	34150 10	
MBA--TECH	40000 1			55000 1	43100 1			35900 1	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH			28100 5	35000 3	27500 1	41300 1			
MBA--TECH	30000 1								

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH			36300 3	22800 2		30569 3	24140 2	30000 1	
MBA--TECH				41363 2		33430 1			

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH							32900 2		41909 8
MBA--TECH					38500 1				35700 3

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	35333 3	38000 1	25200 1						36100 3
MBA--TECH								42000 1	40500 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH	42600 2		35000 1		38000 1	33675 4	22767 3
MBA--TECH				41700 1			

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	26393 206 35000/22000	23216 90 30600/18000	21425 2						21181 4
BUSINESS ADMIN (INCL MGMT		21171 6	20380 10	25500 2					26750 2
ECONOM & FINANCE (BANKING	23900 6	21593 6	21500 28 25500/18000	20167 3	23750 4		17500 1	16500 1	26505 16
HUMAN RSRCS (incl LABOR R			23000 2						25000 1
MARKETING/MARK MGMT (RESR	18000 1		23750 2		31500 1			18500 1	27000 1
REAL ESTATE				20000 1					
FOREIGN LANGUAGES			20000 1						
LETTERS (incl English, Li			26000 1						
HUMANITIES - OTHER			10000 1						
HISTORY					45000 1				
POLITICAL SCIENCE/GOVT									27000 1
PSYCHOLOGY									12720 1
SOCIOLOGY			15000 1						
ELECTRICAL/ELECTRONIC		28100 1							
COMPUTER SCIENCE	27000 1								25000 1
INFORMATION SCIENCES & SY		18000 1							
BIOLOGICAL									38000 1
MATHEMATICS		25000 2							28200 1

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING		20000 1							
BUSINESS ADMIN (INCL MGMT	21250 2	18000 1	21750 4						
ECONOM & FINANCE (BANKING	24750 4	22757 7	21488 4						18000 1
HUMAN RSRCS (incl LABOR R	29000 1	23325 8	21631 5				26000 1		
MANAGEMENT INFO SYSTEMS		26000 1							
MARKETING/MARK MGMT (RESR	22700 2	23700 5	21750 2						
ADVERTISING				15000 1				21450 2	
COMMUNICATIONS			24375 1	14000 2	17500 1	13960 1	12008 2	20000 1	
JOURNALISM					18500 1	11900 2		18600 2	
TELECOMMUN/BROADCASTING							16000 1		
FOREIGN LANGUAGES		25000 1							
LETTERS (incl English, Li			26280 1					18131 2	22333 3
VISUAL & PERFORMING ARTS				22580 5					
HUMANITIES - OTHER		12000 1							
HISTORY	30000 1					20000 1			
ITICAL SCIENCE/GOVT			21000 2					25906 3	
SOCIAL SCIENCES-OTHER	21000 1								

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING							40000 1	25000 1	22943 3
BUSINESS ADMIN (INCL MGMT		27438 4	22000 4	17000 2	31850 2	26000 1	22553 30 33000/17000		22930 5
DISTRIBUTION MANAGEMENT				26400 1					
ECONOM & FINANCE (BANKING	27500 2	26625 4	24250 2		24000 3		25444 17		21681 4
HUMAN RSRCS (incl LABOR R		21000 1					24127 11		
MANAGEMENT INFO SYSTEMS							24400 1		
MARKETING/MARK MGMT (RESR		22167 11	22370 10	26333 3	24125 12		23745 75 35000/18000		16800 1
ADVERTISING	16833 3					18500 1	22433 3		
COMMUNICATIONS	25000 1		21000 1				24420 5		
JOURNALISM	20800 1			28000 1			22600 2		
TELECOMMUN/BROADCASTING							24000 1		
ELEMENTARY EDUCATION							11000 1		
HUMAN ECOLOGY (HOME ECONO							21667 3		
TEXTILES & CLOTHING							26250 2		
MERCHANDISING MANAGEMENT		17500 1	22500 1						
FOREIGN LANGUAGES							22100 1		
LETTERS (incl English, Li		20000 1	24000 1	17000 1			23500 2		
CRIMINAL JUSTICE								17300 1	
HISTORY		21000 1	18900 1				26500 4		
POLITICAL SCIENCE/GOVT			21000 1				24750 4		
PSYCHOLOGY			21600 1	13520 1			19021 5		
SOCIOLOGY							20467 3		
SOCIAL SCIENCES-OTHER							11440 1		

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
CHEMICAL							35000 1		
CIVIL		31000 1							
ELECTRICAL/ELECTRONIC					31160 1				
INDUSTRIAL		31800 1					31113 2		
MECHANICAL							32233 6		
METALLURGICAL							30000 1		
AGRIBUSINESS			25500 1				21000 1		
ANIMAL SCIENCES							21840 1		
COMPUTER SCIENCE									16800 1
ARCHITECTURAL & ENVIRONME							26500 1		
BIOLOGICAL		30000 1							
PHYSICS							30250 2		

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
ACCOUNTING		22000 1							
BUSINESS ADMIN (INCL MGMT	24000 1	21023 1	25013 2	20000 1					36250 2
ECONOM & FINANCE (BANKING	24000 1	16000 1	22506 4		27000 1				24000 1
HUMAN RSRCS (incl LABOR R			22000 1						
MARKETING/MARK MGMT (RESR	25418 1	23500 4							
REAL ESTATE					18910 2				
COMMUNICATIONS			24000 1						
ELEMENTARY EDUCATION		10700 1							
HUMAN ECOLOGY (HOME ECONO			21000 1						
LETTERS (incl English, Li			22000 1						
CRIMINAL JUSTICE		20075 4	28140 1						
HISTORY			30000 1						
POLITICAL SCIENCE/GOVT		21500 2	21000 2		12000 1				
PSYCHOLOGY		21023 1	25000 1						
AEROSPACE & AERONAUTICAL							27332 1		
CHEMICAL								34675 4	37000 3
CIVIL					32000 1		28941 32 37440/26000	32729 14	34020 1
COMPUTER							34050 2		
ELECTRICAL/ELECTRONIC		30200 1	24500 2				31203 24 35000/27300	31250 2	32741 20 38850/27000
INDUSTRIAL							31000 2		31585 15
MECHANICAL			25500 2				30886 50 41000/25000	32739 3	33416 35 38000/30000
METALLURGICAL							32400 1		
ENGINEERING TECHNOLOGY							31090 2		26133 3

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
INDUSTRIAL TECHNOLOGY									21000 1
COMPUTER SCIENCE			22500 2						
ARCHITECTURAL & ENVIRONME							29200 1		
GEOLOGY & GEOLOGICAL SCI								29500 1	
MATHEMATICS			21500 2						

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT									44400 1
ECONOM & FINANCE (BANKING	28200 1								
HUMAN RSRCS (incl LABOR R									24000 1
MANAGEMENT INFO SYSTEMS	27933 3		22000 1						
JOURNALISM	19000 1								
POLITICAL SCIENCE/GOVT								27000 1	
AEROSPACE & AERONAUTICAL			28768 2	27500 1					
CHEMICAL	37450 2				35406 17	27248 2	37381 64 41000/34800	36236 9	38000 5
CIVIL		28522 1				28592 2		32900 5	30113 9
COMPUTER	33770 4		35833 3	26281 4		33967 3		29000 1	33000 1
ELECTRICAL/ELECTRONIC	33150 14	31610 23 37200/29500	32251 8	32993 8	35020 18	30785 9	36633 3	34122 42 39000/29900	31053 29 37500/27000
INDUSTRIAL					30533 3			31000 1	35340 2
MECHANICAL	30416 2	32293 6	33300 1	34414 5	33070 22 42000/27332	26792 2	36500 2	33529 57 38600/27800	32166 24 40000/28000
METALLURGICAL							31000 2		27332 1
NUCLEAR					27300 1				
ENGINEERING TECHNOLOGY	28800 1	34884 1	34500 1	26000 1					27500 1
INDUSTRIAL TECHNOLOGY						26700 1			
OTHER AGRICULTURAL SCIENC					35000 1	25500 1			
COMPUTER SCIENCE			31236 5					33500 1	
COMPUTER PROGRAMMING	30947 3		31200 1						
CHEMISTRY					18000 1		21000 1		
MATHEMATICS	28600 2			34000 1	32000 1				
POLYMER SCIENCE					32600 1				

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
MANAGEMENT INFO SYSTEMS	28000 1								
PSYCHOLOGY									15600 1
SOCIOLOGY	11520 1								
COMPUTER								28000 1	
COMPUTER SCIENCE								27600 1	
SYSTEMS ANALYSIS	22000 1								
ALLIED HEALTH	35000 1		22648 2						
HEALTH SCIENCES			22700 3				11648 1		11000 1
NURSING				29770 20 40000/24000					
PHARMACY						39122 40 44000/35000			
BIOLOGICAL									17910 2

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING	21023 1								
BUSINESS ADMIN (INCL MGMT		21023 1			23000 1	21240 2			
ECONOM & FINANCE (BANKING					28200 1		26933 3		
MANAGEMENT INFO SYSTEMS					27375 8	24194 9	29970 6		
MARKETING/MARK MGMT (RESR		15900 2	17000 1		28200 1				
COMMUNICATIONS	20195 1								
POLITICAL SCIENCE/GOVT			26000 1						
PSYCHOLOGY	19218 1	16333 3							
SOCIOLOGY	23000 1			18981 2					
SOCIAL SCIENCES-OTHER	19250 4	15000 1		14080 4					
AEROSPACE & AERONAUTICAL					27500 1				
CIVIL							28667 3		
COMPUTER					26250 2				
ELECTRICAL/ELECTRONIC					35000 1		32666 2		
MECHANICAL					33000 1				
ENGINEERING TECHNOLOGY					26500 3				
AGRIBUSINESS					16500 1				25500 2
NATURAL RESOURCES									17400 1
COMPUTER SCIENCE		18000 1			27751 25 34000/22200	29756 17	31045 11		
COMPUTER PROGRAMMING					27029 7		31000 1		
INFORMATION SCIENCES & SY					30400 7	27840 7	26407 6		
SYSTEMS ANALYSIS							31200 1		
ALLIED HEALTH		14688 1							

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
HEALTH SCIENCES	25000 1			16500 2					
BIOLOGICAL									13440 1
MATHEMATICS					29600 2	30000 1		28600 1	

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				23000 1					
BUSINESS ADMIN (INCL MGMT		28125 4	23167 3	21788 63 32400/18000					21000 2
ECONOM & FINANCE (BANKING		27089 9		22507 40 30000/19500	14000 1				
HOTEL/RESTAURANT MGMT.				21223 13					
HUMAN RSRCS (incl LABOR R		30400 2	25820 10	24000 1					22000 1
MANAGEMENT INFO SYSTEMS		32500 1		20867 3					
MARKETING/MARK MGMT (RESR		26000 1	24600 3	21818 45 38000/18000					26000 1
ADVERTISING				26000 1					
COMMUNICATIONS				20292 6					
JOURNALISM				17333 3					
ELEMENTARY EDUCATION									22098 57 26196/18000
PRE-ELEMENTARY EDUCATION									22035 7
PHYSICAL EDUCATION				19000 2					21350 7
SPECIAL EDUCATION									22548 7
HUMAN ECOLOGY (HOME ECONO				22000 1					19750 2
TEXTILES & CLOTHING				22099 11				24000 1	
MERCHANDISING MANAGEMENT				19433 3					
FOREIGN LANGUAGES									18850 1
LETTERS (incl English, Li			19400 2	20000 2		18500 1			20275 8
VISUAL & PERFORMING ARTS									21100 3
HUMANITIES - OTHER				27500 1		20000 1			
CRIMINAL JUSTICE						16500 1			
HISTORY		23000 1		19200 4					

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
POLITICAL SCIENCE/GOVT			20000 1	23478 9			25000 1		
PSYCHOLOGY			20820 1	22642 6					14000 1
SOCIOLOGY			24500 2	22000 5					
SOCIAL SCIENCES-OTHER				19567 3		17000 1			20320 3
CHEMICAL		32000 1							
CIVIL		31500 1		28500 2					
ELECTRICAL/ELECTRONIC		29167 3							
INDUSTRIAL				32000 2					
MECHANICAL		32200 4							
METALLURGICAL		34200 1							
AGRIBUSINESS				22500 1					
ANIMAL SCIENCES									19500 1
OTHER AGRICULTURAL SCIENC				21000 6					22700 1
COMPUTER SCIENCE		29083 6							22000 1
COMPUTER PROGRAMMING		32000 3							
INFORMATION SCIENCES & SY		29000 1		27150 2					
SYSTEMS ANALYSIS					24960 1				
ARCHITECTURAL & ENVIRONME	30000 1								
BIOLOGICAL							20000 1		18000 2
CHEMISTRY				30000 1			18700 1	31350 2	
MATHEMATICS		29214 7		35000 2	23212 6				19929 3
PHYSICS				27400 1					

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26283 213 35000/22000	23000 102 30600/18000	21107 48 26000/15500	21917 6	28583 6		17500 1	17500 2	25155 26 34000/18872
BACHELOR - TECHNICAL	27000 1	24025 4							30400 3

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	24264 11	22616 25 26000/20000	21961 19	19488 8	18000 2	14440 4	16504 4	21408 10	21250 4
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	21614 7	23460 23 33000/18000	22236 22 28200/21000	21991 9	25012 17	22250 2	23540 172 40000/18000	21150 2	22077 13
BACHELOR - TECHNICAL		30933 3	25500 1		31160 1		30031 15		16800 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	24473 3	20536 15	23613 15	20000 1	19205 4				32167 3
BACHELOR - TECHNICAL		30200 1	23500 8		32000 1		30439 115 41000/25000	32796 24 38400/28500	32597 78 41160/27000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	26200 5		22000 1					27000 1	
BACHELOR - TECHNICAL	32634 28 38400/27500	31748 31 37200/28522	32296 21 50000/28000	31432 20 37000/26252	33789 65 42000/27332	29822 20 37000/26252	36921 72 41000/34800	33865 116 39000/27800	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	19760 2								
BACHELOR - TECHNICAL	28500 2		22679 5	29770 20 40000/24000		39122 40 44000/35000	11648 1	27800 2	

AVERAGE SALARY OFFERS JULY 1991 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	20055 8	16689 7	21500 2	15714 6	27127 11	23657 11	28958 9		
BACHELOR - TECHNICAL	25000 1	16344 2		16500 2	27980 50 42000/22000	29229 25 38400/24000	29728 24 38000/26000	28600 1	20460 4

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		27700 18	24096 22 34000/18000	21800 223 38000/18000	14000 1	18000 4	25000 1	24000 1	21700 100 27000/18000
BACHELOR - TECHNICAL	30000 1	30296 27 35900/28000		26541 17	23461 7		19350 2	31350 2	19998 8

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 6 September 1991

SOUTHERN REGION (SCPA)

Alabama A&M University
University of Alabama
University of Alabama-Engineering
University of Alabama-Birmingham
Auburn University
Augusta College
Averett College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University-Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University-Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
University of Louisville - Engineering
Mars Hill College
Mary Washington College
Memphis State University
Mercer University - Atlanta
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
University of Montevallo
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Asheville
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Institute of Paper & Science
Presbyterian College
Queens College
Randolph-Macon Woman's College
Ringling School of Art & Design
Rollins College
St. Augustine's College
Samford university
University of South Alabama
University of South Carolina
University of South Carolina-Aiken
University of South Carolina - Coastal
University of South Carolina - Spartanburg
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt Unviersity - Owen Graduate School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University - Babcock Graduate School of Management
Western Carolina University
Western Kentucky University
West Georgia College
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Southern** Region.

The data are based on salary offers made to students graduating between September 1, 1990 and August 31, 1910. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (June 5, 1991, through August 9, 1991) and cumulatively (September 1, 1990, and August 9, 1991).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/5/91 THROUGH 8/9/91

CUMULATIVE PERIOD 9/1/91 THROUGH 8/9/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
BUSINESS														
ACCOUNTING	98	834	$26050	$26777	$31000	$26000	$20000	409	3608	$25493	$26642	$30000	$26000	$20000
BUSINESS ADMIN (INCL MGMT	140	572	23670	24700	28500	22750	20000	299	1538	23159	24019	30000	22020	18000
DISTRIBUTION MANAGEMENT	+	10	+	26335				1	28	26400	27081	*	*	*
ECONOM & FINANCE (BANKING	69	482	24363	25575	30000	23000	20000	245	1720	23712	25819	29200	23000	18000
HOTEL/RESTAURANT MGMT.	5	31	20100	21577	*	*	*	18	149	20911	21220	*	*	*
HUMAN RSRCS (incl LABOR R	11	31	22645	23052	*	*	*	57	124	23987	23812	30000	24000	19200
MANAGEMENT INFO SYSTEMS	15	97	26129	27656	*	*	*	49	419	26282	28237	30000	27000	21500
MARKETING/MARK MGMT (RESR	64	393	21734	23330	25200	21000	19200	250	1473	22715	23713	29000	22000	18000
REAL ESTATE	+	5	+	23000				3	12	19273	21693	*	*	*
COMMUNICATIONS														
ADVERTISING	7	38	19543	20985	*	*	*	18	89	19833	21490	*	*	*
COMMUNICATIONS	16	116	20761	21495	*	*	*	39	309	20361	21852	25515	21000	14000
JOURNALISM	4	44	20140	18031	*	*	*	17	147	19121	19821	*	*	*
TELECOMMUN/BROADCASTING	1	19	16000	19400	*	*	*	3	71	18667	22321	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	20	238	19562	18733	23000	18670	17800	79	511	21172	19439	26000	21400	15086
PRE-ELEMENTARY EDUCATION	1	11	15086	17063	*	*	*	8	41	21166	16724	*	*	*
PHYSICAL EDUCATION	2	17	25500	21540	*	*	*	11	46	21677	20137	*	*	*
SPECIAL EDUCATION	3	41	21163	20454	*	*	*	10	91	22133	21536	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	3	5	17937	17762	*	*	*	10	32	20131	20628	*	*	*
TEXTILES & CLOTHING	22	33	20309	20269	20600	20000	20000	36	115	21288	20940	25000	20000	20000
MERCHANDISING MANAGEMENT	+	5	+	20532				5	49	19660	20967	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	4	33	21629	21405	*	*	*	8	69	21558	21526	*	*	*
LETTERS (incl English, Li	32	97	25372	22444	31500	25650	21000	58	208	23396	21937	28000	22000	18000
VISUAL & PERFORMING ARTS	3	42	20167	20315	*	*	*	11	105	21518	19913	*	*	*
HUMANITIES - OTHER	+	39	+	25081				4	119	17375	23567	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	3	20	22500	24446	*	*	*	10	78	20974	22280	*	*	*
HISTORY	17	48	26157	23408	*	*	*	32	116	25480	23441	30000	25000	20000
POLITICAL SCIENCE/GOVT	22	87	24141	23537	28500	25000	19200	51	218	23610	23252	28000	24000	18500
PSYCHOLOGY	14	81	21537	20519	*	*	*	37	232	20135	20541	26000	20820	13520
SOCIOLOGY	4	31	22750	21065	*	*	*	19	94	20994	20431	*	*	*
SOCIAL SCIENCES-OTHER	8	50	24902	20966	*	*	*	26	177	19870	21375	25500	20000	15000
ENGINEERING														
AEROSPACE & AERONAUTICAL	4	45	28023	31302	*	*	*	9	168	27995	30667	*	*	*
AGRICULTURAL	2	6	24250	26161	*	*	*	2	45	24250	30249	*	*	*
ARCHITECTURAL	4	17	27860	28049	*	*	*	4	67	27860	30396	*	*	*
BIOENGINEERING & BIOMEDIC	+	2	+	34100				+	11	+	30391			
CHEMICAL	52	303	37892	37989	40700	38000	36000	160	1655	37043	37492	40000	37586	34500
CIVIL	34	257	29664	29634	34700	28964	25000	106	1086	30053	29658	36400	29200	26000
COMPUTER	4	42	28561	31860	*	*	*	25	243	30978	32280	35100	32200	26000
ELECTRICAL/ELECTRONIC	84	501	31599	33191	36000	32334	25000	295	2141	32240	33190	37200	33000	26525

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/91 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	5	+	$25317				+	11	+	$27317			
INDUSTRIAL	36	131	$30316	31597	$34500	$31250	$24000	64	545	$30913	32131	$34800	$31650	$27000
MECHANICAL	58	538	33057	33971	38400	33750	27000	280	2431	32617	33999	37500	33500	26252
METALLURGICAL	1	26	31000	32810	*	*	*	7	177	30990	33314	*	*	*
MINING (INCL GEOLOGICAL)	1	29	35500	32126	*	*	*	1	77	35500	31738	*	*	*
NUCLEAR	2	12	27540	31699	*	*	*	3	33	27460	32175	*	*	*
PETROLEUM	+	17	+	37924				+	198	+	38882			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	12	174	31528	30513	*	*	*	25	354	30004	30098	34200	30960	26500
INDUSTRIAL TECHNOLOGY	7	41	27000	28197	*	*	*	9	76	26300	28403	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	1	36	20000	24387	*	*	*	7	110	22357	23552	*	*	*
ANIMAL SCIENCES	+	9	+	19578				2	38	20670	21851	*	*	*
PLANT SCIENCES	+	9	+	23659				+	24	+	21459			
NATURAL RESOURCES	1	8	21000	22472	*	*	*	2	20	19200	21342	*	*	*
OTHER AGRICULTURAL SCIENC	2	18	20000	22742	*	*	*	11	55	22655	23694	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	33	331	28696	30732	34700	27500	23000	106	1093	28620	30696	34147	28950	22000
COMPUTER PROGRAMMING	2	6	24250	26500	*	*	*	17	41	28749	27111	*	*	*
INFORMATION SCIENCES & SY	+	22	+	28066				24	222	27809	29218	30000	28300	23500
SYSTEMS ANALYSIS	2	9	19598	27599	*	*	*	5	17	23471	27521	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	10	22	32386	27957	*	*	*	14	177	29918	29443	*	*	*
HEALTH SCIENCES	+	9	+	26056				8	50	18594	21861	*	*	*
NURSING	55	142	25858	27476	29760	25000	22500	75	392	26901	29596	30000	26000	23400
PHARMACY	27	68	40239	39611	44000	41600	34382	67	124	39572	39533	44000	39520	34382
SCIENCES														
ACTUARIAL	1	10	29700	29008	*	*	*	1	36	29700	31392	*	*	*
ARCHITECTURAL & ENVIRONME	1	11	24000	23464	*	*	*	4	29	27425	26017	*	*	*
BIOLOGICAL	5	29	21612	22887	*	*	*	13	90	21640	21917	*	*	*
CHEMISTRY	2	24	36436	25927	*	*	*	8	104	27909	26836	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	6	+	28837				1	33	29500	28463	*	*	*
MATHEMATICS	16	87	27626	26238	*	*	*	47	249	27187	27370	33500	28000	21000
PHYSICS	+	29	+	29732				3	50	29300	29227	*	*	*
OTHER PHYSICAL & EARTH SC	+	9	+	23406				+	16	+	24140			
POLYMER SCIENCE	+	+	+	+				1	3	32600	34367	*	*	*
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	1047	6590						3229	24279					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	56	653	$26755	$27522	$31000	$27750	$22000	270	2697	$26384	$27246	$30700	$27000	$22000
ACCOUNTING (PRIVATE)	33	226	25027	24600	30000	25930	20000	139	1001	23511	25049	28400	24000	18000
COMMERCIAL BANKING (CNSMR	26	58	23458	23217	25800	23750	21000	74	165	21933	22408	25000	23000	18000
COMMERCIAL BANKING (LENDG	5	65	23900	23338	*	*	*	11	202	22818	23638	*	*	*
INVESTMT BANKING (CORP FN	3	25	33200	29594	*	*	*	9	68	30122	29245	*	*	*
INVESTMT BANKNG (M & A)	+	3	+	24980				+	8	+	28493			
INVESTMT BANKG (REAL EST)	+	6	+	23107				1	12	17500	22428	*	*	*
INVESTMT BANKG (SALES & T	+	20	+	23612				2	46	17500	24270	*	*	*
FINANCIAL/TREASURY ANALYS	19	140	27470	26439	*	*	*	48	544	26399	27184	32000	27000	20000
PORTFOLIO MGMT/BROKERAGE	2	15	24500	23987	*	*	*	13	65	24300	24872	*	*	*
UNDERWRITING	9	61	25471	25246	*	*	*	34	200	23372	24681	26000	24000	20000
INSURANCE - CLAIMS	15	66	23251	23773	*	*	*	34	179	22530	23149	25515	22000	20000
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	2	22	20250	21951	*	*	*	10	54	19640	21100	*	*	*
MEDIA PLANNING	+	13	+	22155				2	30	18000	21065	*	*	*
REPORTING	2	10	13280	15600	*	*	*	6	32	14053	17540	*	*	*
PRODUCTION	2	43	24000	29100	*	*	*	6	98	19003	26403	*	*	*
PUBLIC RELATIONS	3	32	18667	21669	*	*	*	13	86	20775	20912	*	*	*
WRITING / EDITING	2	25	14760	20773	*	*	*	6	63	19087	20711	*	*	*
MARKETING														
ADVERTISING	3	23	19600	19795	*	*	*	10	66	21010	20815	*	*	*
BRAND/PRODUCT MANAGEMENT	7	56	26200	25978	*	*	*	33	181	24721	24918	31800	23000	19000
BUYER/MERCHANDISING	8	76	23725	23642	*	*	*	31	379	22726	23542	27000	22750	21000
DISTRIBUTION	2	26	23700	23575	*	*	*	11	72	22302	25157	*	*	*
MARKET RESEARCH	1	29	24000	22966	*	*	*	19	106	25282	24769	*	*	*
PURCHASING	1	30	29224	27757	*	*	*	3	62	24575	27736	*	*	*
SALES	80	490	24638	24838	30300	25000	20000	267	1570	24234	25205	31000	25000	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	2	16	23800	23365	*	*	*	4	48	22475	21632	*	*	*
FINANC,TAXA, MONETARY POL	12	35	26001	23906	*	*	*	26	115	23685	23036	25930	22715	16900
ECONOMIC PROGRAMS	3	12	21000	21793	*	*	*	6	29	22736	21751	*	*	*
LAW ENFORCEMENT	6	22	22303	23995	*	*	*	22	81	21458	23325	25000	21000	19000
MILITARY	10	27	24390	25370	*	*	*	33	82	23821	24240	26000	24025	21000
NATIONAL SECURITY	1	4	24000	23950	*	*	*	2	13	22000	21877	*	*	*
URBAN / REGIONAL PLANNING	2	19	21640	26008	*	*	*	7	29	21729	23655	*	*	*
ENGINEERING														
BIOENGINEERING	+	18	+	38784				+	27	+	35064			
DESIGN / CONSTRUCT	38	362	31227	31586	35400	31100	27000	153	1239	30635	31005	35100	30121	26000
ENVIRONMENTAL/SANITATION	10	58	32097	30002	*	*	*	34	217	32591	30725	37611	32250	28000
MANUFACTURING/INDUSTRIAL	26	246	30809	32936	35000	31560	25000	107	1226	32151	33731	37000	33120	26000
SYSTEMS / PROGRAMMING	9	82	31248	32731	*	*	*	42	323	31571	32363	36000	31800	27500
POWER SYSTEMS	18	73	33531	33273	*	*	*	49	304	32403	33228	36000	32760	28522
SOFTWARE DESIGN & DEVELOP	6	95	29333	32293	*	*	*	28	301	31294	32687	34000	31100	27000
HARDWARE DESIGN & DEVELOP	4	64	36700	35397	*	*	*	24	255	32310	34133	35400	33320	26252

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	6	78	$36417	$34533	*	*	*	71	406	$34011	$34319	$38900	$35100	$27332
TESTING	14	57	31154	31390	*	*	*	34	202	30370	30889	35900	29820	26252
PROCESS ENGINEERING	41	187	36768	37666	$40500	$37440	$32500	113	1259	36866	37659	40000	37500	33600
PROJECT ENGINEERING	40	265	32344	33406	37000	33730	27000	157	1378	33434	33960	37800	34700	27262
OTHER ENGINEERING	80	502	31323	32941	37620	32530	22080	154	1982	31599	32851	37500	32515	25000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	8	24000	25769	*	*	*	5	36	24104	23673	*	*	*
INDUSTRIAL HYGIENE	+	5	+	34000				+	10	+	29053			
MEDICAL TECHNOLOGY	1	12	26400	25337	*	*	*	6	56	23299	24888	*	*	*
NURSES / PERSONAL CARE	55	141	25858	27482	29760	25000	22500	75	386	26901	29486	30000	26000	23400
OCCUPATIONAL THERAPY	+	1	+	16500				+	39	+	29291			
PHARMACIST	27	68	40239	39537	44000	41600	34382	67	125	39572	39389	44000	39520	34382
PHYSICAL THERAPY	9	11	33051	30987	*	*	*	10	35	30911	29990	*	*	*
RESPIRATORY THERAPY	+	+	+	+				2	5	27800	32651	*	*	*
OTHER HEALTH RELATED	4	14	19135	20119	*	*	*	8	137	17370	25753	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	2	11	21250	21636	*	*	*	11	45	20721	20452	*	*	*
COUNSELING	6	38	18052	17831	*	*	*	15	100	17188	17382	*	*	*
FUNDRAISING / DEVELOPMENT	1	7	20000	21071	*	*	*	3	11	21000	19840	*	*	*
SOCIAL WORK	1	25	19212	17422	*	*	*	9	80	16277	17455	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	16	208	27244	28658	*	*	*	77	784	27705	28762	33800	27500	22000
INFORMATION SYSTEMS	11	103	27082	29322	*	*	*	47	356	27423	29740	33500	28500	21000
SYSTEMS ANALYSIS & DESIGN	18	144	28458	31073	*	*	*	51	488	29144	30442	34800	28000	25000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	7	20	31529	30605	*	*	*	8	70	31163	31759	*	*	*
AGRICULTURE/NAT'L RESOURC	2	34	20000	20594	*	*	*	6	125	20307	21518	*	*	*
ARCHITECTURE	+	9	+	23200				1	19	30000	25879	*	*	*
CONSULTING	23	132	27613	28237	30800	27500	25000	68	623	28702	29007	32500	28000	25000
HUMAN RESRCS /INDUS RELS	6	36	25875	23215	*	*	*	28	131	24478	23531	30000	24400	18000
MANAGEMENT TRAINEE	197	610	22129	22633	28000	21000	19200	437	1961	22133	22726	27500	21000	18000
MATH/STATISTICIANS	7	27	24479	25778	*	*	*	15	60	23305	24606	*	*	*
PARALEGAL	3	23	18733	21967	*	*	*	7	48	18314	21251	*	*	*
RESEARCHERS NON-TECHNICAL	2	12	20850	22016	*	*	*	5	25	21080	22326	*	*	*
RESEARCHERS - TECHNICAL	2	24	22500	24757	*	*	*	5	67	26340	27274	*	*	*
TEACHING	37	432	20471	19484	25000	19043	17772	145	955	21292	20027	26000	21460	18000
TOTALS	1047	6590						3229	24279					

' Percentiles are computed on regional data.
* Not computed for fewer than 20 offers
+ No offers reported

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	20	54	$29158	$29840	$32500	$30000	$25500	60	293	$29767	$30996	$34000	$30000	$25717
MBA--NON-TECH	20	198	34837	35269	40000	34900	30200	115	560	34007	35241	40500	34000	25200
MBA--TECH	6	46	34046	37174	*	*	*	22	125	37942	38582	43500	38113	31000
MS-BUSINESS	2	10	21000	31956	*	*	*	5	49	27100	40047	*	*	*
ECONOMICS & FINANCE (BANK	3	14	26813	35174	*	*	*	3	249	26813	41466	*	*	*
HUMAN RESOURCES (INCL LAB	+	3	+	36333				10	56	31711	38573	*	*	*
MANAGEMENT INFORMATION SY	+	4	+	38875				+	37	+	36150			
MARKETING/MKTNG MGT (RESE	+	7	+	36718				1	148	42000	43182	*	*	*
COMMUNICATIONS														
ADVERTISING	+	1	+	23000				+	5	+	31200			
COMMUNICATIONS	+	3	+	19067				1	11	32800	26524	*	*	*
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	30338				5	17	23017	24303	*	*	*
ELEMENTARY EDUCATION	+	9	+	21410				1	38	28000	23657	*	*	*
PHYSICAL EDUCATION	+	+	+	+				+	7	+	23286			
READING EDUCATION	+	3	+	23167				+	4	+	25611			
SPECIAL EDUCATION	2	6	25250	25021	*	*	*	2	20	25250	24141	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	2	+	38305				+	4	+	27477			
LETTERS	+	1	+	24000				1	8	24000	25773	*	*	*
VISUAL & PERFORMING ARTS	+	2	+	31900				+	7	+	25432			
HUMANITIES - OTHER	+	+	+	+				+	9	+	32760			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	3	+	27333				+	4	+	26036			
PSYCHOLOGY	+	4	+	25000				1	16	19000	23657	*	*	*
SOCIOLOGY	+	1	+	28000				+	4	+	25200			
SOCIAL SCIENCES - OTHER	+	3	+	35800				2	16	23000	31780	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	9	+	36629				+	24	+	36195			
AGRICULTURAL	+	1	+	36500				+	4	+	32225			
BIOENGINEERING & BIOMEDIC	+	1	+	35500				+	4	+	32238			
CHEMICAL	3	27	40167	40721	*	*	*	7	95	40286	40457	*	*	*

continued

SCPA REGIONAL Report No. 6 SEPTEMBER 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	6	22	$32240	$32710	*	*	*	14	134	$34939	$34551	*	*	*
COMPUTER	+	4	+	34075				+	22	+	38348			
ELECTRICAL/ELECTRONIC	32	94	38505	39072	$43000	$39603	$33430	38	267	38244	38804	$43000	$39000	$32400
INDUSTRIAL	7	24	33233	34963	*	*	*	10	56	33280	36121	*	*	*
MECHANICAL	5	48	38624	39002	*	*	*	18	213	34384	38114	*	*	*
METALLURGICAL	+	15	+	41005				+	39	+	39105			
MINING & MINERAL	+	+	+	+				+	14	+	35007			
NUCLEAR	1	3	37980	36675	*	*	*	1	10	37980	38086	*	*	*
PETROLEUM	1	7	40000	41443	*	*	*	1	38	40000	43608	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	4	+	29250				2	13	22869	28586	*	*	*
HEALTH SCIENCES	+	6	+	25917				2	23	30500	25901	*	*	*
NURSING	+	1	+	23000				+	5	+	49000			
SCIENCES														
AGRICULTURAL & NATL RESOU	2	2	35810	35810	*	*	*	5	9	31324	28702	*	*	*
ARCHITECTURAL & ENVIRONME	1	2	28800	25150	*	*	*	2	3	28440	26127	*	*	*
BIOLOGICAL	+	4	+	20350				2	9	24679	22384	*	*	*
CHEMISTRY	2	5	34100	31403	*	*	*	3	18	34473	33575	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	23	+	38990				29	160	37809	37894	45000	39000	30000
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	18	+	36239				+	52	+	36824			
MATHEMATICS (INCL ACTUARI	8	16	32363	31023	*	*	*	10	34	30640	30061	*	*	*
PHYSICS	+	5	+	40000				+	8	+	35207			
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	121	716						373	2945					

Master's Degree Candidates - Experience

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	8	95	$34438	$40066	*	*	*	52	279	$42951	$42877	$53000	$45000	$28000
MBA--TECH	8	31	37000	39415	*	*	*	27	102	44941	45921	54600	45000	34000
OVER 2 TO 4 YEARS														
MBA--NON-TECH	16	159	41274	44642	*	*	*	95	459	47472	47243	58000	45300	38000
MBA--TECH	13	62	47077	46447	*	*	*	49	223	48544	51034	60000	48000	38000
OVER 4 YEARS														
MBA--NON-TECH	7	196	45754	49644	*	*	*	55	603	46753	50412	55000	47000	36000
MBA--TECH	11	83	55364	55430	*	*	*	31	279	53081	54219	65000	52000	45000
TOTALS	63	626						309	1945					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	9	+	$57844				+	35	+	$58300			
ECONOMICS	+	+	+	+				+	2	+	43000			
EDUCATION														
EDUCATION ADMINISTRATION	3	14	$39083	46280	*	*	*	3	25	$39083	43780	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	2	+	54000				2	5	32500	43600	*	*	*
FOREIGN LANGUAGES	+	+	+	+				1	2	45739	36870	*	*	*
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	1	2	34800	30400	*	*	*	1	11	34800	42409	*	*	*
SOCIOLOGY	+	1	+	40000				+	2	+	40000			
SOCIAL SCIENCES	+	+	+	+				1	1	30000	30000	*	*	*
ENGINEERING														
AEROSPACE	+	7	+	55171				+	10	+	52428			
CHEMICAL	1	27	54000	52654	*	*	*	1	102	54000	52992	*	*	*
CIVIL	1	4	54600	45400	*	*	*	1	10	54600	43060	*	*	*
COMPUTER	+	5	+	58768				+	10	+	56584			
ELECTRICAL/ELECTRONIC	1	15	56200	51613	*	*	*	1	44	56200	54612	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	4	+	48879				+	16	+	46866			
METALLURGICAL	+	3	+	52773				+	21	+	49315			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	4	+	43638			
BIOLOGICAL	+	+	+	+				2	6	37400	31800	*	*	*
CHEMISTRY	+	18	+	45356				1	84	45000	47911	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	11	+	44588				+	21	+	48205			
MATHEMATICS	+	7	+	43429				+	13	+	41146			
PHYSICS	+	3	+	41667				+	8	+	39913			
POLYMER	+	3	+	49167				2	9	52950	48667	*	*	*
TOTALS	7	135						16	442					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	27815 1200 38500/25000	16560 1		23716 36 40000/18000	23805 5	23700 5	28800 1	26348 8	27000 1
BUSINESS ADMIN (INCL MGMT	28539 29 36500/24500	23500 2		22093 55 31700/15000	20581 14	20000 1	26499 16	27038 29 39000/25000	18000 1
ECONOM & FINANCE (BANKING	29782 44 38500/28000			25116 183 45000/20000	27556 18	24740 5	26400 7	28830 82 37500/26000	21600 1
MANAGEMENT INFO SYSTEMS	28760 10			26000 3		29404 4	29444 9	30213 16	
MARKETING/MARK MGMT (RESR	23500 2	19560 10		22672 25 32400/19000	24000 1	25600 12	25822 9	23825 8	
REAL ESTATE	30000 1			22500 2					
ADVERTISING		20361 14		22500 1	21000 1	21933 6			
COMMUNICATIONS		20206 7		21571 7		19789 9	24549 7	26167 3	20000 1
JOURNALISM		16797 11		17000 3		20163 13	20750 4	22000 1	
TELECOMMUN/BROADCASTING		20000 2		22000 2		21966 10			
ELEMENTARY EDUCATION						22000 1			
TEXTILES & CLOTHING						13000 1			
FOREIGN LANGUAGES		31500 1	22100 1						
LETTERS (incl English, Li		16500 2		18000 1	24000 1	20500 2	17820 2	22028 2	
VISUAL & PERFORMING ARTS		16250 2	17000 1			23250 2	20000 1		
HUMANITIES - OTHER		12480 1		40000 1		19500 1		32000 1	
CRIMINAL JUSTICE						23000 1			
HISTORY	28000 1			27000 1		24000 1	16000 1	32000 1	
POLITICAL SCIENCE/GOVT				21000 3	16000 1	17000 1	28900 1	26033 3	
PSYCHOLOGY						25545 2			26000 2
SOCIOLOGY							19000 1	20000 1	
SOCIAL SCIENCES-OTHER						20000 1	25000 1	20800 1	14560 1
AEROSPACE & AERONAUTICAL								30700 5	

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
AGRICULTURAL								31700 1	
ARCHITECTURAL								28500 5	29220 3
CHEMICAL								34957 12	35100 4
CIVIL			32000 2					29208 99 38400/26000	29258 48 36000/27000
COMPUTER	29500 1					36433 3	28322 9	29192 13	30000 1
ELECTRICAL/ELECTRONIC	33600 3				28000 1	34639 26 39200/32000	30870 10	32075 67 37500/28508	32311 16
INDUSTRIAL	31500 2					32058 6	33192 6	30789 46 40000/28500	32500 2
MECHANICAL			35900 1				33333 3	32491 57 40000/29000	35185 19
METALLURGICAL								31200 2	33000 1
MINING (INCL GEOLOGICAL)								30379 14	29300 6
NUCLEAR								32800 3	
PETROLEUM									40000 1
ENGINEERING TECHNOLOGY							29000 1	31333 3	33750 2
INDUSTRIAL TECHNOLOGY								31000 1	
AGRIBUSINESS				22000 1				23000 1	
ANIMAL SCIENCES								21500 1	
PLANT SCIENCES								20000 2	22500 1
NATURAL RESOURCES								27000 1	20000 1
COMPUTER SCIENCE	29140 5			25367 6		32359 17	28503 63 45000/24000	30412 43 38400/28000	29867 3
COMPUTER PROGRAMMING							25000 3		
INFORMATION SCIENCES & SY	29429 7			30000 3		29220 8	26083 6	31492 12	28000 1
SYSTEMS ANALYSIS							31200 1	28000 2	
ACTUARIAL	30000 2						24000 1	34643 7	

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 3

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BIOLOGICAL				21000 1					20500 2
CHEMISTRY								22500 2	19500 2
GEOLOGY & GEOLOGICAL SCI									24400 5
MATHEMATICS	31000 2			40000 1			29900 2	30709 11	29100 11
PHYSICS							19000 1	23000 1	

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	24995 22 31000/19500	21750 2	25500 4	25426 48 33500/22000	20500 1	21189 19	14000 1		20000 1
BUSINESS ADMIN (INCL MGMT	22006 27 30000/15500	21895 11	19271 7	24205 89 35000/20800		21262 133 44000/17000	20375 4	29333 3	30300 3
DISTRIBUTION MANAGEMENT						20250 2			
ECONOM & FINANCE (BANKING	24247 42 35500/16000		19500 2	24925 82 40000/20000		22577 39 38000/19000	17060 1	19500 1	23833 3
HOTEL/RESTAURANT MGMT.		20264 11	20042 42 28000/16000			21875 2			
HUMAN RSRCS (incl LABOR R				25850 2		19833 3			
MANAGEMENT INFO SYSTEMS	27633 9			27374 22 30500/25500		26645 8			27300 1
MARKETING/MARK MGMT (RESR	22209 17	23333 3	18970 4	24354 46 33000/21650		22843 186 45000/18500	26000 2		26225 4
REAL ESTATE				27000 1					
ADVERTISING	30250 2			23500 2		20417 6			20000 4
COMMUNICATIONS	23000 3	20500 4	17333 3	23142 18	42000 1	22461 23 30000/19000			17500 2
JOURNALISM	21000 2		22000 1	25300 5		23429 7		15000 1	15214 13
TELECOMMUN/BROADCASTING			23000 2	22930 5		20583 15			26500 1
PHYSICAL EDUCATION		18700 1							
HUMAN ECOLOGY (HOME ECONO			22000 1	15300 1		19250 2			
TEXTILES & CLOTHING						20385 47 27000/16000			
MERCHANDISING MANAGEMENT						21673 25 27000/19000			
FOREIGN LANGUAGES				21600 1		19400 2	25000 1		
LETTERS (incl English, Li	25000 2			22550 4	15500 2	20508 13			15232 3
VISUAL & PERFORMING ARTS		13500 4				16214 7			15124 4
HUMANITIES - OTHER	20000 1	28000 2		23817 11		23540 20 45000/20000		25000 1	24000 1
CRIMINAL JUSTICE				21000 2	19833 3	17951 3		16500 2	
HISTORY				22713 4		17600 5			

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
POLITICAL SCIENCE/GOVT	25667 3			24425 4	23627 3	21591 11		22000 1	26525 2
PSYCHOLOGY		19010 5	17000 1	20900 8		19887 18		21000 1	
SOCIOLOGY	20000 1		19250 2	21000 2		22030 6	14000 1	23000 1	
SOCIAL SCIENCES-OTHER				23500 1		21120 5			
COMPUTER				24000 1		25250 2			
ELECTRICAL/ELECTRONIC				31500 1		26500 1			
INDUSTRIAL	30619 2			25500 2		38600 1			
MECHANICAL						33000 2	30000 1		
ENGINEERING TECHNOLOGY						23000 1			28000 1
INDUSTRIAL TECHNOLOGY	33000 1					20396 5			
AGRIBUSINESS		21333 3				19875 2			
PLANT SCIENCES						12480 1			
NATURAL RESOURCES						20000 1			
OTHER AGRICULTURAL SCIENC						22000 1			
COMPUTER SCIENCE	27313 15		23750 2	27197 26 30000/25000		28113 16		22500 1	28100 5
COMPUTER PROGRAMMING				27271 9		27750 2			
INFORMATION SCIENCES & SY	21500 2			26589 7					
PHARMACY						42389 9			
ACTUARIAL	32000 1			31317 22 37000/28000					
ARCHITECTURAL & ENVIRONME						22000 1			
BIOLOGICAL						21200 5			
CHEMISTRY									15600 1
MATHEMATICS	27870 2			25651 12		24115 4			

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE		RESEARCH ORGAN		TRANSPORTATION		UTILITIES		EDUCATION		FEDERAL GOVERN		LOCAL/STATE GO		HOSPITALS		HEALTH SRVCS (	
ACCOUNTING	25136	11			21563	7	25903	19	19333	3	21971	17	24274	11	24680	4	24258	9
BUSINESS ADMIN (INCL MGMT	17000	1	23197	6	21521	7	27248	6	22581	7	22427	19	24440	5	20000	1	23333	3
DISTRIBUTION MANAGEMENT					26000	1					22500	1						
ECONOM & FINANCE (BANKING	16640	1			20700	10	25820	10	22000	1	22372	15	22582	6	35000	1	28400	5
HUMAN RSRCS (incl LABOR R											22067	1	22750	2				
MANAGEMENT INFO SYSTEMS			22956	2	29400	1	29167	12	28900	1			28000	1	28600	1		
MARKETING/MARK MGMT (RESR	18000	2	22500	2	20224	9	23310	8			29050	2	21425	4			29714	7
ADVERTISING	28750	4			18500	1			22000	1								
COMMUNICATIONS	10900	1			20500	5	20460	4	18600	5	24825	5	21180	3	22500	3	17820	2
JOURNALISM	22000	1	12000	1					15667	3	18000	1	12000	2				
TELECOMMUN/BROADCASTING									19000	2							28000	1
ELEMENTARY EDUCATION			30000	1					20002 141 30000/15000								10560	1
PRE-ELEMENTARY EDUCATION									19360	11								
PHYSICAL EDUCATION									18737	9					13440	1	23000	1
SPECIAL EDUCATION									21185 31 36415/18000									
HUMAN ECOLOGY (HOME ECONO															23478	5	23000	1
FOREIGN LANGUAGES							23000	1	18863	12					14800	1		
LETTERS (incl English, Li									20432	18	21899	5	15000	1			12700	2
VISUAL & PERFORMING ARTS							15750	2	20584 22 27000/18000				15500	2	18600	1	18720	1
HUMANITIES - OTHER									21605	4	25632	1	28656	5	21500	2	15800	3
CRIMINAL JUSTICE									20971	3	23300	5	25217 23 50000/18888		22000	1		
HISTORY									19833	3	21023	2	16000	1				
POLITICAL SCIENCE/GOVT											21846	7	21824	9				

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
PSYCHOLOGY		13000 1		28000 1	20818 8	18000 1	15100 2	20240 5	16282 15
SOCIOLOGY					23000 1		23400 5	19000 1	17174 7
SOCIAL SCIENCES-OTHER	15000 1		20000 2	27100 1	20514 9	24267 3	17819 7		17800 5
AEROSPACE & AERONAUTICAL		30000 1				27951 10			
AGRICULTURAL							32167 3		
ARCHITECTURAL			28800 1			27332 1			
BIOENGINEERING & BIOMEDIC				34100 2					
CHEMICAL		36474 4	24812 1	33180 4		22067 1	30000 1		
CIVIL		32600 3	26501 57 31812/24072	32994 11		26861 18	27732 114 38000/24752		
COMPUTER		29167 3		35000 2	26400 1	32985 2	26750 2		
ELECTRICAL/ELECTRONIC		34807 11		33287 99 39000/31500	28700 1	28730 38 37000/22067	31250 2		
INDUSTRIAL			32540 1	33116 8		30217 5	23890 2	28810 2	
MECHANICAL		33750 10	33600 1	32816 59 37800/31500		28889 18	32080 2	40000 1	
METALLURGICAL		37650 2		50400 1			26000 1		
MINING (INCL GEOLOGICAL)			26000 1			33000 1	28000 1		
NUCLEAR		34080 2		32400 5		29643 6	33500 1		
ENGINEERING TECHNOLOGY		32500 1		32600 1	31500 1	30177 2	35000 1	19500 1	
ANIMAL SCIENCES					18000 1	22200 1			
NATURAL RESOURCES							17975 1		
OTHER AGRICULTURAL SCIENC						16973 1	17250 1		
COMPUTER SCIENCE		33289 9	29410 4	30907 9	25432 4	27191 5	24695 4	37000 2	29000 1
COMPUTER PROGRAMMING			29400 1		21000 1				
INFORMATION SCIENCES & SY			39000 1	29500 1		20195 1		31000 1	28857 7

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 3

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ALLIED HEALTH					21940 2	26000 - 1		29518 33 35500/26000	26175 12
HEALTH SCIENCES								24685 6	26375 4
NURSING		26000 1					22175 1	27572 132 40600/23000	33268 6
PHARMACY								35050 10	60000 1
ARCHITECTURAL & ENVIRONME					23933 3				
BIOLOGICAL		16000 1			21400 5	28000 1	22366 2	17900 5	14400 1
CHEMISTRY		23880 2	33000 1	28800 3	15298 4	27332 1	25250 2		22000 1
GEOLOGY & GEOLOGICAL SCI		21600 1				33000 1			
MATHEMATICS			17000 1		20455 18	24008 3	13650 1	22000 1	
PHYSICS						22500 2			
OTHER PHYSICAL & EARTH SC					19200 1				

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING	23000 1			25500 1	27138 8	24667 3	26518 11	19333 3	28440 26 31500/25000
BUSINESS ADMIN (INCL MGMT	22125 1			20800 1	25216 5	27000 1	30444 18	18700 5	27035 27 34776/20000
DISTRIBUTION MANAGEMENT							29200 2		31900 2
ECONOM & FINANCE (BANKING	24500 2			26000 1	27920 4	25600 5	28060 25 35000/24000	25400 2	29501 20 32800/28000
HUMAN RSRCS (incl LABOR R								27000 2	30000 1
MANAGEMENT INFO SYSTEMS					26497 7	31000 1	30000 1		32452 5
MARKETING/MARK MGMT (RESR					24460 2	25750 2	28618 18	26250 4	27843 28 37300/23000
ADVERTISING		16000 1						18000 1	27000 3
COMMUNICATIONS	19000 1		15000 1	19823 2		17550 2	26386 7	23740 2	31237 3
JOURNALISM	30000 1	19200 1				13000 1	24000 1		26100 3
TELECOMMUN/BROADCASTING	15000 1						30000 2	18000 1	29300 4
ELEMENTARY EDUCATION	16612 28 28900/14100						16000 1		
PRE-ELEMENTARY EDUCATION	16700 4								
HUMAN ECOLOGY (HOME ECONO			16500 1						
LETTERS (incl English, Li							38000 1	20800 1	
VISUAL & PERFORMING ARTS	16900 1		28000 1				43000 1		
HUMANITIES - OTHER	14000 1			15500 1			42760 5	29000 1	
CRIMINAL JUSTICE			15833 3						
HISTORY			24000 1						
POLITICAL SCIENCE/GOVT	19550 2		20000 3						24167 3
PSYCHOLOGY	17020 3		17537 23 32000/13000	17700 1			33500 2		32796 1
SOCIOLOGY	18000 1		16567 6						
SOCIAL SCIENCES-OTHER	16900 1		18718 7	18000 1			20000 2		

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
AEROSPACE & AERONAUTICAL					30636 44 39000/28703		32565 2		
AGRICULTURAL						22667 3	33317 6		
ARCHITECTURAL								27250 2	
CHEMICAL					33513 3	36263 8	35848 10	39000 1	37319 246 41500/35820
CIVIL					30500 2	37000 1	30568 5	29475 23 360[illegible]/26064	31754 4
COMPUTER					29380 3		29000 2		33475 5
ELECTRICAL/ELECTRONIC				30500 1	32951 56 38200/30420	38800 2	33758 92 48000/32000		36489 29 39732/34000
INDUSTRIAL					28500 2	33800 2	32874 42 40000/31000	33020 3	34951 31 41316/32100
MECHANICAL					31483 52 39260/29000	35008 10	33632 218 41280/31000	33320 8	36424 80 54780/33600
METALLURGICAL						35400 1	34222 11	33735 6	30200 3
MINING (INCL GEOLOGICAL)							26400 1		
ENGINEERING TECHNOLOGY		27000 1			28367 15	24000 1	37397 22 60000/30000	26956 9	36240 3
INDUSTRIAL TECHNOLOGY					31200 1		26588 10		
AGRIBUSINESS	22000 1					23488 15			28500 2
ANIMAL SCIENCES	25000 1					19200 10			
PLANT SCIENCES						22625 4			
NATURAL RESOURCES						19000 1			26004 1
OTHER AGRICULTURAL SCIENC						22000 1			
COMPUTER SCIENCE	26000 1		26000 1		29528 23 35000/26500		30967 6		33214 16
COMPUTER PROGRAMMING	20238 1								29500 1
INFORMATION SCIENCES & SY							28800 4		32783 10
ALLIED HEALTH	20000 1								
HEALTH SCIENCES				20000 1					

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
NURSING						25000 1			
PHARMACY									40260 4
ARCHITECTURAL & ENVIRONME								19500 1	
BIOLOGICAL			13500 1			26000 1			29400 5
CHEMISTRY							30000 1	25500 1	29239 31 36000/24900
GEOLOGY & GEOLOGICAL SCI									34020 1
MATHEMATICS					33000 1		31200 2	23500 1	35000 2
OTHER PHYSICAL & EARTH SC							30000 1		
POLYMER SCIENCE									37500 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	32459 16	27985 21 32000/26500	26867 23 29500/24500	29400 5	23691 7	26000 3	28750 2	26875 4	27978 55 35000/26000
BUSINESS ADMIN (INCL MGMT	29033 15	27269 16	27464 33 44000/25000	24167 3	24400 10		27680 5	28940 5	28000 9
DISTRIBUTION MANAGEMENT		33800 1	28625 4	30000 1					
ECONOM & FINANCE (BANKING	27514 21 48000/24000	27930 30 30500/25000	26959 11	25875 6	25000 4	26500 2	26350 4	28710 10	29177 13
HOTEL/RESTAURANT MGMT.			27650 2						
HUMAN RSRCS (incl LABOR R		30000 2	26000 1				23000 1		26500 3
MANAGEMENT INFO SYSTEMS	29975 2	28004 2	26485 6	33000 1	30750 2	27600 1	29800 2	30000 1	30000 1
MARKETING/MARK MGMT (RESR	26814 29 30400/24000	25407 16	26106 52 50000/24000	24885 18	25500 2		27429 7	25413 8	25225 8
ADVERTISING	20000 1		26000 1	25000 1	25000 1				
COMMUNICATIONS	27576 5	19580 2	25340 5	23250 2					
JOURNALISM		27000 1	22050 2						29360 1
TELECOMMUN/BROADCASTING	26000 1		26500 3						
TEXTILES & CLOTHING	26000 1	27000 1							
FOREIGN LANGUAGES	26500 1		25000 1						
LETTERS (incl English, Li	24750 2	22500 1							
VISUAL & PERFORMING ARTS	19600 1								
HUMANITIES - OTHER		28500 1	19250 2	18750 2	45000 1		24250 2		
CRIMINAL JUSTICE	21000 1							22000 1	
HISTORY			19000 1	12000 1					
POLITICAL SCIENCE/GOVT	25000 1	22000 1	24500 1					29000 1	
PSYCHOLOGY			29000 1					17160 1	24504 1
SOCIOLOGY			19000 1	28000 1					
SOCIAL SCIENCES-OTHER				28000 1		12584 1			

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
AEROSPACE & AERONAUTICAL	29750 2	34800 2		37500 2	23040 1				36100 3
AGRICULTURAL			34200 4						34320 2
BIOENGINEERING & BIOMEDIC		32000 1							
CHEMICAL		37378 13	37203 46 40250/35000	38142 12	36120 4		37071 14	37250 14	38887 212 46200/37000
CIVIL		33300 4			29996 10	33312 5	35500 1	32400 2	35437 35 38040/33000
COMPUTER	33986 30 42000/32500	34476 26 45700/32488			32700 1			31800 1	34525 4
ELECTRICAL/ELECTRONIC	33812 64 39200/32000	33512 160 41000/31000	33472 12	36350 5	34125 36 38100/32000	38000 1	32750 2	36600 19	36720 52 40500/35900
ENIVRONMENTAL ENGINEERING						28000 1			
INDUSTRIAL	33698 9	32634 40 38500/31000	34076 21 41000/33000	33407 7	33457 31 38400/32400	35400 1	31800 2	33611 9	34698 7
MECHANICAL	36120 3	33609 98 37800/30840	34636 25 37500/33000	35782 11	32533 60 36000/28500		32891 11	36032 25 41000/34200	37229 181 54487/33600
METALLURGICAL	34620 2	33025 4			33432 47 36000/32040			34800 2	39000 2
MINING (INCL GEOLOGICAL)					31000 1	34936 10			35100 5
NUCLEAR		35400 2			36000 1				
PETROLEUM									39213 25 42000/36200
ENGINEERING TECHNOLOGY	33500 1	30235 8		32000 1	29856 11			20701 3	33943 5
INDUSTRIAL TECHNOLOGY			32000 1						
AGRIBUSINESS					33000 1				32000 1
ANIMAL SCIENCES			27000 1						
PLANT SCIENCES			26000 1						
OTHER AGRICULTURAL SCIENC			22480 5						
COMPUTER SCIENCE	31777 31 37620/27600	33031 33 44040/31000	31500 3	34800 1	32100 3		31950 2	32400 2	34072 31 48000/32000
INFORMATION SCIENCES & SY	30333 14	29550 4							29900 10
SYSTEMS ANALYSIS	30000 1				31000 1				

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BIOLOGICAL								21792 1	
CHEMISTRY		20020 1	33800 2						33000 1
GEOLOGY & GEOLOGICAL SCI						32500 1			39500 1
MATHEMATICS	25500 2		27500 1						38000 1
PHYSICS									33600 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING		29400 1	29125 4	12000 1	17500 1	27800 5	22507 15
BUSINESS ADMIN (INCL MGMT	24633 3	22000 1	30546 6		21327 11	29050 4	21409 22 34800/16000
ECONOM & FINANCE (BANKING	24333 3		30200 5	26100 1	27625 4	28333 6	23058 13
MANAGEMENT INFO SYSTEMS			30850 4	30000 1		28000 1	21000 3
MARKETING/MARK MGMT (RESR	24990 21 27400/23950		26000 6	25300 2	27333 9	22347 3	21532 28 30000/16500
ADVERTISING							19700 5
COMMUNICATIONS			24000 1	20000 1	24000 1	26750 2	16412 5
JOURNALISM					27000 3	18000 1	20635 8
TELECOMMUN/BROADCASTING			12000 1		28400 3		23000 1
PRE-ELEMENTARY EDUCATION							18000 1
TEXTILES & CLOTHING					17853 3		
FOREIGN LANGUAGES							20000 1
LETTERS (incl English, Li					27000 1		
VISUAL & PERFORMING ARTS							18000 2
HUMANITIES - OTHER					27500 1		22000 3
HISTORY							23000 2
POLITICAL SCIENCE/GOVT	35000 1						21000 2
PSYCHOLOGY					27500 1	23375 2	[illegible]000 2
SOCIOLOGY	22000 1						15000 2
AEROSPACE & AERONAUTICAL							25500 2
AGRICULTURAL							28866 5
BIOENGINEERING & BIOMEDIC			30720 5				
CHEMICAL		38100 1	38400 1	36940 1		37525 4	32440 4

AVERAGE SALARY OFFERS SEPTEMBER 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 2

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
CIVIL					28000	1	37500	1			27540	2	29369	18
COMPUTER													30050	12
ELECTRICAL/ELECTRONIC	32400	1	34450	2	35014	7	32500	1			33681	17	32174 40000/27500	29
ENIVRONMENTAL ENGINEERING	33000	1											28000	1
INDUSTRIAL	33250	2			34000	1	30500	1	28600	4	33201 41000/30000	25	29493	14
MECHANICAL	38650	2	35000	1	33575	14	34350	6	35400	1	36246 47000/33960	23	31983 39600/28000	45
METALLURGICAL					32000	1	31883	6			34320	1	30000	4
MINING (INCL GEOLOGICAL)									28000	1				
ENGINEERING TECHNOLOGY	23530	2			33500	2	25000	1			27170	1	24050	12
INDUSTRIAL TECHNOLOGY													19333	3
AGRIBUSINESS													21550	2
ANIMAL SCIENCES													14400	1
PLANT SCIENCES													19333	3
NATURAL RESOURCES													18140	2
COMPUTER SCIENCE	30000	2	30000	1	30033	3					29000	1	26818	12
COMPUTER PROGRAMMING									21375	2	29000	1		
INFORMATION SCIENCES & SY													19000	1
CHEMISTRY											33180	1	20450	2
OTHER PHYSICAL & EARTH SC	30000	1												
POLYMER SCIENCE							33000	1						

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	26675 278 55000/22000	20440 15		21817 148 30000/18900	25910 20 45000/18000	22852 26 40000/16000	24902 57 33000/20000	26430 34 34000/23000	24400 4
BACHELOR - TECHNICAL	27000 2		29043 5	24567 3	25700 1	30841 14	28886 54 38000/23500	30098 48 38200/27000	29314 31 37500/24500

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	24509 53 40000/16500	19433 18	22002 24 30000/19000	23185 99 35000/19500	20047 15	21110 295 33280/18000	19700 5	10700 1	18346 13
BACHELOR - TECHNICAL	25833 6	38000 1	37500 1	28189 25 38000/24000	28000 1	40218 38 44000/39000	40000 2		

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	18844 5	27000 2	22904 15	25701 20 30300/22000	21176 150 36000/16200	22319 70 34000/20000	21796 54 30000/18852	20672 9	20481 11
BACHELOR - TECHNICAL	26000 1	30009 13	29278 23 34380/26438	32072 64 39600/29000	24022 17	25726 132 37800/21204	26472 34 39500/18000	28413 106 48000/22000	31545 17

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	16125 4	19600 1	18000 12	21375 4	24800 5	27500 4	26723 11	20869 26 28200/18000	27410 33 34000/22500
BACHELOR - TECHNICAL			25000 1		30721 39 40000/27332	26739 11	32665 39 35900/31000	30123 52 36980/25000	35908 115 43160/33000

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	24748 25 33000/18000	26063 20 31000/20000	26444 51 36000/20800	25975 16	23310 2	23000 1	25167 3	27578 27 32000/25000	28191 18
BACHELOR - TECHNICAL	32687 52 42000/28100	32545 76 42000/27000	31923 13	35771 7	31695 30 44400/27000	33000 2	33629 7	35090 40 39200/30000	37380 99 41100/34000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	19245 9	30000 1	21350 4	19150 5	25185 36 34000/21000	23736 14	
BACHELOR - TECHNICAL		28833 6	33538 8	31989 9	33888 33 39950/30000	34000 67 41000/27600	

AVERAGE SALARY OFFERS — SCPA REGIONAL CUMULATIVE REPORT — Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/EMPLOYER — CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 — 90th: 22080 / 10th: 18330 — PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	32991 10			36313 16	37500 2	32425 4	29680 5	34150 10	
MBA--TECH	40000 1			55000 1	43100 1			33450 2	35600 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	39000 2		28100 5	35000 3	27500 1	36400 3			
MBA--TECH	30000 1		31675 1						

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH		34500 2	36180 5	27867 3		28183 4	24140 2	30000 1	
MBA--TECH			30000 1	41363 2		33430 1			

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH							32900 2		40077 10
MBA--TECH					38500 1				36620 5

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	38080 4	34100 2	33600 2	34800 1				36000 1	36100 3
MBA--TECH								42000 1	40500 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH	42600 2		35000 1		38000 1	32140 5	22767 3
MBA--TECH				41700 1			

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	26499 255 35000/22000	23675 122 32000/18000	20950 3	27000 1					21389 5
BUSINESS ADMIN (INCL MGMT	24256 4	22004 7	21891 22 25800/20000	25500 2					26626 4
ECONOM & FINANCE (BANKING	24922 9	21593 6	21886 33 26750/20000	21583 6	27800 7		17500 1	16500 1	26025 23 34000/21500
HUMAN RSRCS (incl LABOR R			23000 2						25000 1
MARKETING/MARK MGMT (RESR	18000 1		22833 3		31500 1			18500 1	27000 1
REAL ESTATE				20000 1					
COMMUNICATIONS				23500 1					
FOREIGN LANGUAGES			20000 1						
LETTERS (incl English, Li			25283 3						
HUMANITIES - OTHER			10000 1						
HISTORY			24200 5		45000 1				29951 6
POLITICAL SCIENCE/GOVT									29500 2
PSYCHOLOGY									12720 1
SOCIOLOGY			15000 1						
SOCIAL SCIENCES-OTHER									30250 2
ELECTRICAL/ELECTRONIC		28100 1							
COMPUTER SCIENCE	27000 1								25000 1
INFORMATION SCIENCES & SY		18000 1							
BIOLOGICAL									38000 1
MATHEMATICS		25000 2							28200 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/

NAL CUMULATIVE REPORT
9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT		UNDERWRITING		TING		INSURANCE - CL		DESIGN/GRAPHIC		MEDIA PLANNING		REPORTING		PRODUCTION		PUBLIC RELATIO		WRITING / EDIT	
ACCOUNTING	27000	1	20000	1	1		20600	1												
BUSINESS ADMIN (INCL MGMT	21250	2	19672	3	3		23101	8												
ECONOM & FINANCE (BANKING	24200	5	22757	7	7		21990	5											18000	1
HUMAN RSRCS (incl LABOR R	29000	1	23456	9	9		21765	7							26000	1				
MANAGEMENT INFO SYSTEMS			26000	1	1															
MARKETING/MARK MGMT (RESR	22700	2	24750	6	6		21750	2									20000	1		
ADVERTISING									15000	1							21300	3		
COMMUNICATIONS			25500	1	1		24945	2	14000	2	17500	1	13960	1	12008	2	17500	2	14760	2
JOURNALISM											18500	1	12590	4			18600	2		
TELECOMMUN/BROADCASTING															16000	2				
FOREIGN LANGUAGES			25000	1																
LETTERS (incl English, Li			31110	2	1		25515	1												
VISUAL & PERFORMING ARTS					2		26280	1									18131	2	22333	3
HUMANITIES - OTHER			12000	1					21914	7										
CRIMINAL JUSTICE					1															
HISTORY	30000	1	26000	1			24000	1												
POLITICAL SCIENCE/GOVT			20000	1	1								20000	1						
PSYCHOLOGY					1		21225	4									25906	3		
SOCIAL SCIENCES-OTHER	21000	1					22110	2												
MECHANICAL																				
													-		32000	1				

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 2u250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING			24000 1				40000 1	25000 1	26383 12
BUSINESS ADMIN (INCL MGMT		27415 10	22000 4	17333 3	31850 2	27612 2	23272 51 33000/18000		22930 5
DISTRIBUTION MANAGEMENT				26400 1					
ECONOM & FINANCE (BANKING	27500 2	26625 4	25125 4	29400 1	24000 3		25112 24 35000/20000		21324 6
HOTEL/RESTAURANT MGMT.							20500 1		
HUMAN RSRCS (incl LABOR R		21000 1	27000 1				23824 14		
MANAGEMENT INFO SYSTEMS							24420 2		
MARKETING/MARK MGMT (RESR	20000 1	21903 12	22542 12	26333 3	24115 13		23405 96 35000/18000		16800 1
ADVERTISING	17825 4					18500 1	21325 4		
COMMUNICATIONS	25000 1		21000 1				24300 7		
JOURNALISM	20800 1			28000 1			22600 2		
TELECOMMUN/BROADCASTING							24000 1		
ELEMENTARY EDUCATION							11000 1		
HUMAN ECOLOGY (HOME ECONO							21667 3		
TEXTILES & CLOTHING			12000 1				26250 2		
MERCHANDISING MANAGEMENT		17500 1	22500 1						
FOREIGN LANGUAGES							22100 1		
LETTERS (incl English, Li	18000 1	20000 1	24000 1	17000 1			26300 12	21600 1	
CRIMINAL JUSTICE								17300 1	
HISTORY		21000 1	18900 1				26500 4	26000 1	
POLITICAL SCIENCE/GOVT			24500 2				26343 7		
PSYCHOLOGY			21600 1	13520 1			19021 5		23030 1
SOCIOLOGY							21200 4		

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
SOCIAL SCIENCES-OTHER							11440 1		
AGRICULTURAL							21000 1		
CHEMICAL							36250 2		
CIVIL		31000 1							
ELECTRICAL/ELECTRONIC					31160 1		30025 4		
INDUSTRIAL		31800 1					31113 2		
MECHANICAL							32700 7		
METALLURGICAL							30000 1		
AGRIBUSINESS			25500 1				20500 2		
ANIMAL SCIENCES							21840 1		
COMPUTER SCIENCE									16800 1
ARCHITECTURAL & ENVIRONME							26500 1		
BIOLOGICAL		30000 1							
CHEMISTRY							34000 1		
PHYSICS							30250 2		

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
ACCOUNTING		22000 1							
BUSINESS ADMIN (INCL MGMT	24000 1	21012 2	24208 3	20000 1	21280 1				36250 2
ECONOM & FINANCE (BANKING	21750 4	16000 1	22506 4		27000 1				24000 1
HUMAN RSRCS (incl LABOR R			22000 1						
MARKETING/MARK MGMT (RESR	25418 1	22333 6							
REAL ESTATE					18910 2				
COMMUNICATIONS			24600 2						
ELEMENTARY EDUCATION		10700 1							
HUMAN ECOLOGY (HOME ECONO			21000 1						
LETTERS (incl English, Li			23167 3						
CRIMINAL JUSTICE		20075 4	28070 2						
HISTORY			30000 1						
POLITICAL SCIENCE/GOVT		23333 3	22333 3		12000 1				
PSYCHOLOGY		20922 2	25000 1						
SOCIOLOGY		25000 1							
AEROSPACE & AERONAUTICAL							27316 2		
ARCHITECTURAL			24200 1				29220 2		
CHEMICAL							38280 1	35169 8	36750 4
CIVIL					32000 1		29204 50 39000/25750	31632 19	34020 1
COMPUTER							34300 3		32244 1
ELECTRICAL/ELECTRONIC		30200 1	24600 4				31275 25 35000/27300	31250 2	32706 21 38850/29000
INDUSTRIAL			22000 1				31467 3		30834 31 41160/27300
MECHANICAL			25500 2				31224 60 41000/25000	32739 3	33483 39 39000/30000

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
METALLURGICAL							31700 2		
MINING (INCL GEOLOGICAL)								35500 1	
ENGINEERING TECHNOLOGY							32595 4		27470 5
INDUSTRIAL TECHNOLOGY									21000 1
COMPUTER SCIENCE			22500 2						
COMPUTER PROGRAMMING									23500 1
ARCHITECTURAL & ENVIRONME				24000 1			29200 1		
GEOLOGY & GEOLOGICAL SCI								29500 1	
MATHEMATICS			21500 2		22000 1				

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT									44400 1
ECONOM & FINANCE (BANKING	28200 1								
HUMAN RSRCS (incl LABOR R									24000 1
MANAGEMENT INFO SYSTEMS	27800 5		25333 3						
JOURNALISM	19000 1								
POLITICAL SCIENCE/GOVT								27000 1	
AEROSPACE & AERONAUTICAL			28768 2	27500 1		28264 3			
AGRICULTURAL						27500 1			
ARCHITECTURAL									28800 1
CHEMICAL	37450 2				35700 18	27248 2	37579 97 41100/35000	36313 10	38745 12
CIVIL		28522 1				26895 3	36720 1	32963 8	29737 14
COMPUTER	33770 4		35833 3	27464 5		33967 3		29000 1	33000 1
ELECTRICAL/ELECTRONIC	32796 19	32131 34 39600/29500	32112 9	34374 10	34568 20 39360/30000	30961 14	34725 4	33828 56 39000/27500	30898 64 38040/25000
INDUSTRIAL					30533 3		28000 1	29831 4	31828 16
MECHANICAL	32277 3	33476 10	31650 2	34478 6	33481 24 42000/27332	30171 4	35423 6	33167 74 39000/27000	32022 34 42000/26252
METALLURGICAL							31000 2		27332 1
NUCLEAR					27300 1				27540 2
ENGINEERING TECHNOLOGY	28800 1	33004 4	34500 1	26000 1				32400 2	29188 4
INDUSTRIAL TECHNOLOGY						32350 2			27200 1
OTHER AGRICULTURAL SCIENC					35000 1	25500 1			
COMPUTER SCIENCE	31000 1		31026 7		40800 1			33500 1	
COMPUTER PROGRAMMING	30947 3		31200 1						25000 1
BIOLOGICAL							21500 1		

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
CHEMISTRY					18000 1	38871 1	21000 1		
MATHEMATICS	28600 2			34000 1	32000 1				28000 1
POLYMER SCIENCE					32600 1				

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL C
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1

AL CUMULATIVE REPORT
9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HY	L HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	24000 1									
MANAGEMENT INFO SYSTEMS	28000 1									
PSYCHOLOGY										20860 3
SOCIOLOGY	11520 1								28000 1	
COMPUTER									27600 1	
COMPUTER SCIENCE										
SYSTEMS ANALYSIS	22000 1			23899 3				33051 9		
ALLIED HEALTH	35000 1			22700 3				11648 1		11000 1
HEALTH SCIENCES					26901 75 40000/23400					
NURSING							39572 67 50000/34382			
PHARMACY										16345 4
BIOLOGICAL										

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING	21023 1				25000 1				
BUSINESS ADMIN (INCL MGMT		21023 1			23000 1	20493 3	37667 3		
ECONOM & FINANCE (BANKING					28200 1		26933 3		
MANAGEMENT INFO SYSTEMS					27200 10	24519 13	29228 8		
MARKETING/MARK MGMT (RESR	20000 1	15900 2	18500 2		28200 1				
COMMUNICATIONS	21348 2								
ELEMENTARY EDUCATION					27500 1				
HUMAN ECOLOGY (HOME ECONO		15906 2							
LETTERS (incl English, Li		18000 1							
POLITICAL SCIENCE/GOVT			26000 1						
PSYCHOLOGY	19218 1	17917 6							
SOCIOLOGY	23000 1			18981 2					
SOCIAL SCIENCES-OTHER	19250 4	15000 1		15106 5					
AEROSPACE & AERONAUTICAL					27500 1				
CIVIL							28667 3		
COMPUTER					26250 2		15000 1		
ELECTRICAL/ELECTRONIC					35000 1		32666 2		
MECHANICAL					33000 1				
ENGINEERING TECHNOLOGY					26500 3				
AGRIBUSINESS					16500 1				25500 2
NATURAL RESOURCES									17400 1
OTHER AGRICULTURAL SCIENC									20000 2
COMPUTER SCIENCE		18000 1			27727 36 37500/21201	29580 22 38400/24000	29616 22 35700/25343		

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
COMPUTER PROGRAMMING					27029 7		31000 1		
INFORMATION SCIENCES & SY					30400 7	27840 7	26407 6		
SYSTEMS ANALYSIS							25698 2		
ALLIED HEALTH		14688 1							
HEALTH SCIENCES	25000 1			16500 2					
ACTUARIAL								29700 1	
BIOLOGICAL						33000 1			13440 1
MATHEMATICS					28400 3	30000 1		31371 7	

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				21500 2					
BUSINESS ADMIN (INCL MGMT		26786 14	25714 7	21889 126 33280/18000					20333 3
ECONOM & FINANCE (BANKING		27683 14		22599 66 33000/19000	14000 1				
HOTEL/RESTAURANT MGMT.				20935 17					
HUMAN RSRCS (incl LABOR R		30400 2	25177 11	22626 4					22000 1
MANAGEMENT INFO SYSTEMS		32500 1		22580 5					
MARKETING/MARK MGMT (RESR		26000 1	24600 3	21658 76 38000/18000					26000 1
ADVERTISING				20600 5					
COMMUNICATIONS			26000 1	19381 11					
JOURNALISM				20500 4					24000 1
ELEMENTARY EDUCATION									21360 76 26196/17800
PRE-ELEMENTARY EDUCATION									21166 8
PHYSICAL EDUCATION				22333 3					21431 8
SPECIAL EDUCATION									22133 10
HUMAN ECOLOGY (HOME ECONO				22000 2					19750 2
TEXTILES & CLOTHING				21184 32 27000/20000				24000 1	
MERCHANDISING MANAGEMENT				19433 3					
FOREIGN LANGUAGES				20333 3					18850 1
LETTERS (incl English, Li		31000 3	19400 2	21560 10		18500 1			21975 10
VISUAL & PERFORMING ARTS									20825 4
HUMANITIES - OTHER				27500 1		20000 1			
CRIMINAL JUSTICE						16000 2			
HISTORY		23000 1		18272 5					25800 3

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
POLITICAL SCIENCE/GOVT		25500 1	20000 1	23701 16		19200 1	25000 1		19400 3
PSYCHOLOGY			20820 1	23317 9			16200 1		15886 2
SOCIOLOGY			24500 2	21800 7					
SOCIAL SCIENCES-OTHER		25000 1		21240 5		19250 2	25500 1		20320 3
CHEMICAL		32000 1		36867 3					
CIVIL		29250 2		28500 2					
ELECTRICAL/ELECTRONIC		29167 3							
INDUSTRIAL				32000 2					
MECHANICAL		32200 4							
METALLURGICAL		34200 1							
INDUSTRIAL TECHNOLOGY				24760 5					
AGRIBUSINESS				22500 1					
ANIMAL SCIENCES									19500 1
NATURAL RESOURCES								21000 1	
OTHER AGRICULTURAL SCIENC				21000 6					22700 1
COMPUTER SCIENCE		28857 7			27332 1				22000 1
COMPUTER PROGRAMMING		32000 3							
INFORMATION SCIENCES & SY		29000 1		27150 2					
SYSTEMS ANALYSIS					21980 2				
ARCHITECTURAL & ENVIRONME	30000 1								
BIOLOGICAL							20000 1	24000 1	18000 2
CHEMISTRY				30000 1			18700 1	31350 2	
MATHEMATICS		29413 8		35000 2	24026 11				19747 4

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
PHYSICS				27400 1					

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26381 269 35000/22000	23495 135 32000/18000	21933 74 26750/18000	22818 11	30122 9		17500 1	17500 2	26132 45 34000/20000
BACHELOR - TECHNICAL	27000 1	24025 4							30400 3

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	24300 13	23372 34 40000/20000	22530 34 26280/20000	19640 10	18000 2	14053 6	16403 5	20775 13	19087 6
BACHELOR - TECHNICAL							32000 1		

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	21010 10	24100 30 38400/18000	22633 30 28200/20000	22302 11	24956 18	24575 3	23670 243 40000/18000	22475 4	23961 25 55000/20195
BACHELOR - TECHNICAL		30933 3	25500 1		31160 1		29940 24 37500/21000		16800 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	22736 6	21041 21 30000/19000	23928 21 30000/22000	20000 1	19620 5				32167 3
BACHELOR - TECHNICAL		30200 1	23633 12	24000 1	27000 2		30635 153 41000/26000	32591 34 38400/28000	32150 104 41160/26200

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	26600 7		25333 3					27000 1	
BACHELOR - TECHNICAL	32565 35 38400/27500	32403 49 42000/28522	32009 25 50000/28000	32310 24 44400/26252	34011 71 42000/27332	30370 34 38871/26252	36866 113 41100/33600	33475 156 39500/27300	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	21173 3								
BACHELOR - TECHNICAL	28500 2		23299 6	26901 75 40000/23400		39572 67 50000/34382	30911 10	27800 2	

AVERAGE SALARY OFFERS SEPTEMBER 1991 SCPA REGIONAL
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/ CUMULATIVE REPORT
9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION		COUNSELING	
BACHELOR - NON TECHNICAL	20294	10	17318	13
BACHELOR - TECHNICAL	25000	1	16344	2

CURRICULUM	ARCHITECTURE		CONSULTING	
BACHELOR - NON TECHNICAL			27590 35000/25000	38
BACHELOR - TECHNICAL	30000	1	30110 35900/27000	30

	FUNDRAISING /		SOCIAL WORK		COMPUTER PROGR		INFORMATION SY		SYSTEMS ANALYS		ACTUARIAL		AGRICULTURE/NA	
13	21000	3	16213	7	26927	15	23764	16	30544	14				
2			16500	2	27893 42000/22000	62	29311 38400/24000	31	28614 38000/23500	37	31163	8	20307	6

	HUMAN RESRCS /		MANAGEMENT TRA		MATH/STATISTIC		PARALEGAL		RESEARCHERS NO		RESEARCHERS -		TEACHING	
38 20	24478 34000/18000	28	21812 38000/18000	412	14000	1	18314	7	22233	3	24000	1	21384 36000/17800	136
00 00			27424 38000/21000	25	23970	14			19350	2	26925	4	19910	9

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 1 February 1991

SOUTHWESTERN REGION (SWPA)

Arkansas College
University of Arkansas - Fayetteville
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston - Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
UT - Pan American
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler

The career planning & placement offices that participate in the *Salary Survey* are divided into seven geographic regions. The participants listed comprise the **Southwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (January 11, 1991, through February 8, 1991) and cumulatively (September 1, 1990, and Feruary 8, 1991).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 1/11/91 THROUGH 2/8/91

CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	93	341	$27720	$26954	$31000	$27500	$25500	127	895	$27244	$26176	$31000	$27120	$24000
BUSINESS ADMIN (INCL MGMT	9	93	22244	23898	*	*	*	17	291	22800	22972	*	*	*
DISTRIBUTION MANAGEMENT	+	1	+	26700				+	3	+	26133			
ECONOM & FINANCE (BANKING	29	102	26711	25105	30000	27000	22000	42	294	25952	24596	30000	26850	20800
HOTEL/RESTAURANT MGMT.	+	5	+	21140				1	28	18000	21457	*	*	*
HUMAN RSRCS (incl LABOR R	+	6	+	24000				1	35	24500	23736	*	*	*
MANAGEMENT INFO SYSTEMS	2	18	28750	28719	*	*	*	9	79	29111	27824	*	*	*
MARKETING/MARK MGMT (RESR	12	115	23575	24175	*	*	*	27	300	22422	23429	27000	22500	18000
REAL ESTATE	+	+	+	+				+	4	+	20080			
COMMUNICATIONS														
ADVERTISING	+	12	+	23105				+	24	+	21761			
COMMUNICATIONS	+	9	+	22113				1	57	21000	21625	*	*	*
JOURNALISM	3	4	21267	19850	*	*	*	3	33	21267	18324	*	*	*
TELECOMMUN/BROADCASTING	+	2	+	22019				+	6	+	20866			
EDUCATION														
ELEMENTARY EDUCATION	+	36	+	21366				22	135	19881	20211	21000	20000	17480
PRE-ELEMENTARY EDUCATION	+	7	+	13868				+	21	+	17699			
PHYSICAL EDUCATION	1	1	21340	21340	*	*	*	2	15	19919	18355	*	*	*
SPECIAL EDUCATION	+	11	+	23829				3	29	22967	23539	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				+	7	+	18171			
TEXTILES & CLOTHING	2	5	19250	19700	*	*	*	2	9	19250	21700	*	*	*
MERCHANDISING MANAGEMENT	+	6	+	20583				1	21	17000	21324	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	1	3	24000	20333	*	*	*	1	9	24000	21733	*	*	*
LETTERS (incl English, Li	2	9	26100	20078	*	*	*	5	35	23500	21248	*	*	*
VISUAL & PERFORMING ARTS	+	7	+	21200				+	25	+	20267			
HUMANITIES - OTHER	2	6	17300	20993	*	*	*	3	22	18867	21224	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	5	+	23466				+	21	+	21365			
HISTORY	+	4	+	21700				1	14	16000	21536	*	*	*
POLITICAL SCIENCE/GOVT	+	8	+	23699				1	39	20200	21781	*	*	*
PSYCHOLOGY	1	11	22500	18250	*	*	*	1	42	22500	18586	*	*	*
SOCIOLOGY	+	3	+	17739				+	26	+	19043			
SOCIAL SCIENCES-OTHER	+	2	+	21230				+	41	+	19251			
ENGINEERING														
AEROSPACE & AERONAUTICAL	2	21	31500	31176	*	*	*	5	57	31724	30445	*	*	*
AGRICULTURAL	+	3	+	29700				+	13	+	32154			
ARCHITECTURAL	10	12	31810	31217	*	*	*	18	23	31839	31107	*	*	*
BIOENGINEERING & BIOMEDIC	+	+	+	+				1	3	28500	25833	*	*	*
CHEMICAL	27	109	37743	37294	40000	38100	34500	67	308	37559	37084	40700	38040	34000
CIVIL	21	90	30932	29217	34034	31700	28000	35	283	31559	29201	37000	31800	27200
COMPUTER	+	29	+	31790				+	49	+	31993			
ELECTRICAL/ELECTRONIC	34	173	34412	33193	37800	34200	31800	83	455	34340	33036	36900	34200	32000

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	2	+	$29700				+	2	+	$29700			
INDUSTRIAL	+	50	+	32040				1	113	$31000	31811	*	*	*
MECHANICAL	60	221	$34126	34131	$37500	$35000	$29500	123	538	34533	33979	$38400	$36000	$30000
METALLURGICAL	+	23	+	33558				+	41	+	33815			
MINING (INCL GEOLOGICAL)	+	4	+	33710				+	32	+	31018			
NUCLEAR	+	1	+	34000				+	8	+	32919			
PETROLEUM	4	29	34025	38986	*	*	*	30	75	37468	38798	42500	39600	30600
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	1	33	30000	28359	*	*	*	2	54	30600	28264	*	*	*
INDUSTRIAL TECHNOLOGY	+	2	+	27000				+	9	+	24222			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	1	2	27000	25000	*	*	*	1	20	27000	22075	*	*	*
ANIMAL SCIENCES	+	2	+	22000				+	12	+	21642			
PLANT SCIENCES	+	2	+	19000				+	4	+	22120			
NATURAL RESOURCES	+	3	+	18760				+	5	+	20056			
OTHER AGRICULTURAL SCIENC	+	6	+	28523				+	15	+	26416			
COMPUTER SCIENCE														
COMPUTER SCIENCE	10	89	32211	30300	*	*	*	32	253	31665	29661	35200	32050	28000
COMPUTER PROGRAMMING	+	3	+	23746				+	12	+	28695			
INFORMATION SCIENCES & SY	23	36	29257	29804	31500	30000	27000	23	79	29257	28326	31500	30000	27000
SYSTEMS ANALYSIS	+	+	+	+				+	1	+	18600			
HEALTH SCIENCES														
ALLIED HEALTH	7	13	26329	27178	*	*	*	7	45	26329	27835	*	*	*
HEALTH SCIENCES	+	6	+	21705				+	23	+	21061			
NURSING	+	6	+	21147				+	34	+	25366			
PHARMACY	+	4	+	37500				+	6	+	38000			
SCIENCES														
ACTUARIAL	+	1	+	23000				+	2	+	27700			
ARCHITECTURAL & ENVIRONME	1	2	26500	25750	*	*	*	1	10	26500	25910	*	*	*
BIOLOGICAL	3	5	23903	23742	*	*	*	4	18	23027	20895	*	*	*
CHEMISTRY	3	7	33013	28394	*	*	*	3	21	33013	26631	*	*	*
GEOLOGY & GEOLOGICAL SCI	2	4	31500	27000	*	*	*	2	11	31500	27832	*	*	*
MATHEMATICS	1	12	28800	28120	*	*	*	3	39	24100	25408	*	*	*
PHYSICS	+	1	+	33600				+	6	+	28267			
OTHER PHYSICAL & EARTH SC	+	+	+	+				1	1	19747	19747	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	367	1838						712	5240					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	74	255	$28151	$27534	$31500	$27550	$26500	97	642	$28065	$26744	$31500	$27500	$26000
ACCOUNTING (PRIVATE)	25	93	26709	25336	28700	27100	25020	35	255	25796	24411	28668	27000	23000
COMMERCIAL BANKING (CNSMR	1	5	19000	18960	*	*	*	2	19	17500	20884	*	*	*
COMMERCIAL BANKING (LENDG	5	9	25500	25167	*	*	*	5	21	25500	22595	*	*	*
INVESTMT BANKING (CORP FN	+	1	+	21000				1	10	28000	25780	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				+	1	+	24000			
INVESTMT BANKG (REAL EST)	+	+	+	+				+	3	+	18500			
INVESTMT BANKG (SALES & T	+	+	+	+				+	6	+	22633			
FINANCIAL/TREASURY ANALYS	7	40	25329	25771	*	*	*	9	107	24922	25588	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	5	+	22640				1	11	30000	22564	*	*	*
UNDERWRITING	1	13	24000	23193	*	*	*	3	39	22333	23495	*	*	*
INSURANCE - CLAIMS	2	11	27350	22498	*	*	*	2	39	27350	22954	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	+	+	+				+	9	+	20838			
MEDIA PLANNING	+	+	+	+				+	1	+	29000			
REPORTING	+	1	+	13960				+	10	+	15528			
PRODUCTION	+	7	+	31214				+	22	+	24226			
PUBLIC RELATIONS	+	2	+	17800				+	16	+	18665			
WRITING / EDITING	+	2	+	18100				1	12	27600	18833	*	*	*
MARKETING														
ADVERTISING	1	3	24000	20667	*	*	*	1	9	24000	21756	*	*	*
BRAND/PRODUCT MANAGEMENT	+	12	+	25152				+	30	+	25346			
BUYER/MERCHANDISING	1	23	18000	24963	*	*	*	3	53	19367	23468	*	*	*
DISTRIBUTION	1	5	24000	26140	*	*	*	4	14	27275	25414	*	*	*
MARKET RESEARCH	+	5	+	28400				3	30	24855	25045	*	*	*
PURCHASING	+	3	+	23933				+	12	+	23608			
SALES	13	108	28334	25431	*	*	*	22	316	25661	24975	34000	23500	21000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	+	+	+				+	16	+	19658			
FINANC,TAXA, MONETARY POL	+	5	+	25037				+	34	+	22780			
ECONOMIC PROGRAMS	+	1	+	24000				+	3	+	21867			
LAW ENFORCEMENT	+	2	+	28666				+	14	+	23551			
MILITARY	1	4	21600	24343	*	*	*	3	21	19867	23303	*	*	*
NATIONAL SECURITY	+	2	+	21000				+	4	+	22750			
URBAN / REGIONAL PLANNING	+	+	+	+				+	2	+	18910			
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	4	+	24500			
DESIGN / CONSTRUCT	42	101	31452	30603	34600	31800	28000	81	290	32385	30697	36700	32000	28000
ENVIRONMENTAL/SANITATION	13	23	30548	30630	*	*	*	16	56	31758	30272	*	*	*
MANUFACTURING/INDUSTRIAL	21	126	35328	33950	37800	36000	32400	42	314	34970	33615	38400	36000	30000
SYSTEMS / PROGRAMMING	6	19	34323	31399	*	*	*	24	73	33189	32013	35340	33750	32000
POWER SYSTEMS	1	18	33840	31601	*	*	*	9	80	33293	32740	*	*	*
SOFTWARE DESIGN & DEVELOP	5	19	31542	31281	*	*	*	10	52	32601	31940	*	*	*
HARDWARE DESIGN & DEVELOP	8	38	34415	33970	*	*	*	12	64	34360	33457	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	11	31	$35693	$33132	*	*	*	21	104	$35266	$33208	$38600	$34500	$32000
TESTING	4	17	31625	30079	*	*	*	9	56	31667	30674	*	*	*
PROCESS ENGINEERING	43	98	37008	37239	$39600	$37800	$34500	98	274	37755	37199	40800	38000	34500
PROJECT ENGINEERING	4	94	35189	35069	*	*	*	27	239	35896	34565	38500	36500	32000
OTHER ENGINEERING	3	194	38080	32755	*	*	*	18	417	35849	32289	*	*	*
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	3	+	21667				1	14	30000	25075	*	*	*
INDUSTRIAL HYGIENE	+	1	+	23832				+	2	+	23916			
MEDICAL TECHNOLOGY	7	12	26329	26192	*	*	*	7	21	26329	24655	*	*	*
NURSES / PERSONAL CARE	+	5	+	23120				+	30	+	25073			
OCCUPATIONAL THERAPY	+	3	+	27339				+	11	+	28572			
PHARMACIST	+	4	+	37500				+	6	+	38000			
PHYSICAL THERAPY	+	+	+	+				+	1	+	13440			
RESPIRATORY THERAPY	+	+	+	+				+	1	+	34000			
OTHER HEALTH RELATED	+	7	+	19411				1	44	28500	24341	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	1	+	10000				+	12	+	20517			
COUNSELING	+	6	+	15583				+	26	+	16428			
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	+	+	+			
SOCIAL WORK	+	3	+	15571				+	17	+	16173			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	21	72	29752	28365	32400	29400	27000	30	188	30063	28000	34200	29700	27000
INFORMATION SYSTEMS	2	21	33100	31766	*	*	*	5	77	31000	28387	*	*	*
SYSTEMS ANALYSIS & DESIGN	1	35	38500	31343	*	*	*	13	119	31991	29894	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	4	+	30960				+	6	+	31373			
AGRICULTURE/NAT'L RESOURC	2	13	22550	22270	*	*	*	2	31	22550	21820	*	*	*
ARCHITECTURE	+	1	+	25000				+	5	+	25880			
CONSULTING	16	60	28344	28342	*	*	*	17	105	28500	28580	*	*	*
HUMAN RESRCS /INDUS RELS	1	7	18000	24076	*	*	*	3	36	19733	22577	*	*	*
MANAGEMENT TRAINEE	22	118	22979	22281	29600	20800	19000	43	397	22102	21917	29000	20800	18000
MATH/STATISTICIANS	+	4	+	27791				+	8	+	24761			
PARALEGAL	+	+	+	+				+	5	+	19000			
RESEARCHERS NON-TECHNICAL	+	+	+	+				+	2	+	27500			
RESEARCHERS - TECHNICAL	+	1	+	30000				+	7	+	29879			
TEACHING	2	62	17670	21365	*	*	*	31	265	19921	20636	22900	20000	17480
TOTALS	367	1838						712	5240					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

SWPA REGIONAL Report No. 1 FEBRUARY 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	32	35	$31531	$31229	$34000	$31500	$28000	69	102	$30788	$30614	$34000	$31000	$27500
MBA--NON-TECH	1	48	30000	34788	*	*	*	9	101	31911	32852	*	*	*
MBA--TECH	1	4	38000	40275	*	*	*	3	12	32100	34367	*	*	*
MS-BUSINESS	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	1	+	33000				+	5	+	34562			
HUMAN RESOURCES (INCL LAB	+	+	+	+				+	3	+	31467			
MANAGEMENT INFORMATION SY	1	1	27000	27000	*	*	*	3	7	34400	33886	*	*	*
MARKETING/MKTNG MGT (RESE	+	1	+	40300				+	2	+	41150			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	+	+	+				+	5	+	26392			
JOURNALISM	+	1	+	21500				+	1	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	9	+	25857			
ELEMENTARY EDUCATION	+	4	+	26450				2	24	19000	24407	*	*	*
PHYSICAL EDUCATION	+	+	+	+				2	3	24500	21000	*	*	*
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	+	+	+				+	5	+	25958			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	1	+	21000			
LETTERS	+	1	+	24000				1	3	24000	20500	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				+	1	+	21325			
HUMANITIES - OTHER	+	1	+	35000				+	1	+	35000			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				1	7	24900	26573	*	*	*
SOCIOLOGY	+	1	+	24000				+	1	+	24000			
SOCIAL SCIENCES - OTHER	+	4	+	36575				+	11	+	31826			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	1	+	34000				+	7	+	35017			
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	+	+	+			

continued

SWPA REGIONAL Report No. 1 FEBRUARY 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CHEMICAL	+	7	+	$39643				+	15	+	$39476			
CIVIL	5	17	$36800	34874	*	*	*	9	48	$37678	34894	*	*	*
COMPUTER	1	1	39600	39600	*	*	*	1	1	39600	39600	*	*	*
ELECTRICAL/ELECTRONIC	2	21	31000	36222	*	*	*	13	54	36880	37410	*	*	*
INDUSTRIAL	+	6	+	39175				+	13	+	36492			
MECHANICAL	9	27	38582	40246	*	*	*	12	56	38137	38121	*	*	*
METALLURGICAL	+	7	+	36767				+	16	+	38014			
MINING & MINERAL	+	4	+	36825				+	13	+	35085			
NUCLEAR	+	+	+	+				+	2	+	37800			
PETROLEUM	3	4	42000	43375	*	*	*	4	16	46875	44806	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	1	+	36000				1	2	20000	28000	*	*	*
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	25098				+	4	+	25299			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	2	+	24679			
CHEMISTRY	+	+	+	+				1	2	22000	27000	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	2	25	37300	36340	*	*	*	6	49	34650	36074	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	1	4	38000	41150	*	*	*	1	15	38000	36507	*	*	*
MATHEMATICS (INCL ACTUARI	+	3	+	29667				1	5	32400	26280	*	*	*
PHYSICS	+	1	+	22356				1	3	31300	27219	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	58	233						140	632					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	1	19	$30000	$40874	*	*	*	1	31	$30000	$36365	*	*	*
MBA--TECH	+	1	+	25000				+	6	+	37667			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	18	+	38833				+	27	+	39307			
MBA--TECH	+	2	+	39850				+	2	+	39850			
OVER 4 YEARS														
MBA--NON-TECH	+	17	+	45747				+	45	+	42731			
MBA--TECH	+	1	+	33600				+	16	+	42894			
TOTALS	1	58						1	127					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	2	+	$50000				+	5	+	$54220			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	2	+	29377				+	4	+	35768			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	1	+	30000			
FOREIGN LANGUAGES	+	1	+	28000				+	1	+	28000			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	1	+	52700				+	2	+	51350			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	1	1	$54080	54080	*	*	*	1	3	$54080	46027	*	*	*
CHEMICAL	1	2	40000	48000	*	*	*	1	4	40000	48865	*	*	*
CIVIL	+	3	+	42667				+	3	+	42667			
COMPUTER	+	+	+	+				+	1	+	59500			
ELECTRICAL/ELECTRONIC	+	+	+	+				3	7	57400	58457	*	*	*
INDUSTRIAL ENGINEERING	+	1	+	54000				+	1	+	54000			
MECHANICAL	+	2	+	47202				+	2	+	47202			
METALLURGICAL	+	1	+	52440				+	5	+	45288			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	1	+	36000			
BIOLOGICAL	+	1	+	33550				+	1	+	33550			
CHEMISTRY	+	+	+	+				+	12	+	46047			
GEOLOGICAL (INCL GEOPHYS)	+	1	+	51000				+	4	+	51325			
MATHEMATICS	+	+	+	+				+	5	+	35300			
PHYSICS	+	+	+	+				+	1	+	40000			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	2	18						5	64					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS FEBRUARY 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	27546 101 34500/25500			23750 4			26100 2	28200 1	
BUSINESS ADMIN (INCL MGMT						45000 1			
ECONOM & FINANCE (BANKING	26540 3			24900 5	28000 1	26500 1	25500 1	30833 3	
MANAGEMENT INFO SYSTEMS	30333 3					27500 2		32000 1	
MARKETING/MARK MGMT (RESR								25500 1	
LETTERS (incl English, Li				17500 1			28200 1		
ARCHITECTURAL								30667 6	
CHEMICAL								36366 4	
CIVIL								29463 8	
ELECTRICAL/ELECTRONIC								32388 10	30000 1
MECHANICAL								31663 8	35968 5
COMPUTER SCIENCE	29000 2					31667 3			
INFORMATION SCIENCES & SY	30250 2						28000 3	30000 5	
ARCHITECTURAL & ENVIRONME	26500 1								
BIOLOGICAL									19600 1
MATHEMATICS							27400 2		

AVERAGE SALARY OFFERS FEBRUARY 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING						23000 1			
BUSINESS ADMIN (INCL MGMT		19500 2	20450 2	23200 1		19867 3			
ECONOM & FINANCE (BANKING	23900 5			22333 3		20800 3		26700 1	
HOTEL/RESTAURANT MGMT.			18000 1						
MANAGEMENT INFO SYSTEMS				26500 1					
MARKETING/MARK MGMT (RESR	17500 1					19510 10			
COMMUNICATIONS							21000 1		
JOURNALISM						21267 3			
TEXTILES & CLOTHING						19250 2			
MERCHANDISING MANAGEMENT						17000 1			
HUMANITIES - OTHER						20600 1			
PSYCHOLOGY				22500 1					
BIOENGINEERING & BIOMEDIC						28500 1			
COMPUTER SCIENCE						24000 1			
CHEMISTRY				31500 1					

AVERAGE SALARY OFFERS FEBRUARY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING						20200 1		30000 1	
BUSINESS ADMIN (INCL MGMT			14150 2		29000 1	20200 1		18000 1	
MANAGEMENT INFO SYSTEMS									25000 - 1
MARKETING/MARK MGMT (RESR						23000 1			
ELEMENTARY EDUCATION					19881 22 23500/17480				
PHYSICAL EDUCATION					19919 2				
SPECIAL EDUCATION					22967 3				
LETTERS (incl English, Li			24000 1			20200 1			
HUMANITIES - OTHER					14000 1	22000 1			
HISTORY						16000 1			
POLITICAL SCIENCE/GOVT						20200 1			
AEROSPACE & AERONAUTICAL						23500 1			
ARCHITECTURAL							25200 1		
CHEMICAL							30000 1		
CIVIL			34036 1	33600 1		27000 1	29435 7		
ELECTRICAL/ELECTRONIC				33680 3					
MECHANICAL				31164 4		23101 2			
COMPUTER SCIENCE		33500 1					23000 1		27600 1
INFORMATION SCIENCES & SY			25000 1						
ALLIED HEALTH								26329 7	
BIOLOGICAL							18100 1		
GEOLOGY & GEOLOGICAL SCI						21600 1			
MATHEMATICS					17500 1				

AVERAGE SALARY OFFERS FEBRUARY 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
OTHER PHYSICAL & EARTH SC					19747 1				

AVERAGE SALARY OFFERS FEBRUARY 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					28668 1			25000 1	20000 1
AEROSPACE & AERONAUTICAL					31500 2				
ARCHITECTURAL								31000 6	
CHEMICAL								40800 1	36992 32 40800/34800
CIVIL								29000 3	31850 2
ELECTRICAL/ELECTRONIC					33576 4		32400 1	34000 1	34350 2
INDUSTRIAL								31000 1	
MECHANICAL					28950 8		35200 2	29560 2	36609 22 38500/35400
AGRIBUSINESS						27000 1			
COMPUTER SCIENCE					31050 2				
CHEMISTRY									33540 1

AVERAGE SALARY OFFERS FEBRUARY 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING		26500 2							27507 11
BUSINESS ADMIN (INCL MGMT			31000 1						29400 1
ECONOM & FINANCE (BANKING			27000 1						28232 12
HUMAN RSRCS (incl LABOR R				24500 1					
MANAGEMENT INFO SYSTEMS	32500 1								
MARKETING/MARK MGMT (RESR	22750 2	27000 1	22280 5	28000 1					
AEROSPACE & AERONAUTICAL									36120 1
ARCHITECTURAL									35580 5
CHEMICAL	35420 3		38400 1					40800 1	38913 23 40800/38000
CIVIL									35336 11
ELECTRICAL/ELECTRONIC	34373 30 42000/32000	34481 16	36533 3					37400 1	36425 8
MECHANICAL	33900 2	33121 6	36700 5					33500 2	36225 50 54800/32000
PETROLEUM									37468 30 52000/30600
ENGINEERING TECHNOLOGY		30000 1							31200 1
COMPUTER SCIENCE	33500 1	33263 3							33620 15
INFORMATION SCIENCES & SY	31200 1							30000 1	30174 7
BIOLOGICAL			20400 1						
CHEMISTRY				34000 1					
GEOLOGY & GEOLOGICAL SCI									41400 1

AVERAGE SALARY OFFERS FEBRUARY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BUSINESS ADMIN (INCL MGMT							24000 1
ECONOM & FINANCE (BANKING	12000 1						30000 2
MARKETING/MARK MGMT (RESR	31100 2						23400 3
FOREIGN LANGUAGES							24000 1
LETTERS (incl English, Li						27600 1	
AEROSPACE & AERONAUTICAL						36000 1	
CHEMICAL							36000 1
CIVIL							28800 1
ELECTRICAL/ELECTRONIC							34867 3
MECHANICAL			28720 2		24000 1	33650 2	
COMPUTER SCIENCE	31000 1					21500 1	
INFORMATION SCIENCES & SY							27000 3
BIOLOGICAL							34008 1

AVERAGE SALARY OFFERS FEBRUARY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	27596 107 34500/25000			23700 10	28000 1	31625 4	26475 4	29700 6	
BACHELOR - TECHNICAL	29000 5					31667 3	27760 5	31521 41 40800/28000	32777 7

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	22833 6	19500 2	19633 3	23200 6		20000 24 23000/18000	21000 1	26700 1	
BACHELOR - TECHNICAL				31500 1		26250 2			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL			17433 3		20314 29 29000/17000	20257 7		24000 2	25000 1
BACHELOR - TECHNICAL		33500 1	29518 2	32412 8	18624 2	23660 5	27486 11	26329 7	27600 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL					28668 1			25000 1	20000 1
BACHELOR - TECHNICAL					30688 16	27000 1	34267 3	31280 14	36527 59 40800/32400

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	26000 3	26667 3	24200 7	26250 2					27949 24 31964/27000
BACHELOR - TECHNICAL	34323 37 42000/32000	33854 26 38400/32000	35190 10	34000 1				35040 5	36267 152 54800/31200

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	24733 3					27600 1	
BACHELOR - TECHNICAL	31000 1		28720 2		24000 1	31200 4	

AVERAGE SALARY OFFERS FEBRUARY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG –	FINANCIAL/TREA
ACCOUNTING	28046 93 34500/26000	25503 26 30600/23000	17500 2						
ECONOM & FINANCE (BANKING	27500 1	26843 8		25500 5	28000 1				26257 7
MANAGEMENT INFO SYSTEMS	32000 1								
MARKETING/MARK MGMT (RESR									18000 1
PETROLEUM									22500 1
COMPUTER SCIENCE	28000 1								
INFORMATION SCIENCES & SY		25020 1							
ARCHITECTURAL & ENVIRONME	26500 1								

AVERAGE SALARY OFFERS FEBRUARY 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT			23200 1						
ECONOM & FINANCE (BANKING	30000 1	22333 3							
LETTERS (incl English, Li									27600 1
CHEMISTRY			31500 1						

AVERAGE SALARY OFFERS FEBRUARY 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ECONOM & FINANCE (BANKING					31964 1		30000 2		
HUMAN RSRCS (incl LABOR R			24500 1						
MARKETING/MARK MGMT (RESR			15600 1	24000 1	21300 2		24086 14		
TEXTILES & CLOTHING			18000 1						
FOREIGN LANGUAGES							24000 1		
LETTERS (incl English, Li	24000 1						17500 1		
PSYCHOLOGY							22500 1		
ELECTRICAL/ELECTRONIC							35340 1		
MECHANICAL				31800 2					
COMPUTER SCIENCE				21500 1					
BIOLOGICAL							34008 1		
CHEMISTRY							34000 1		

AVERAGE SALARY OFFERS FEBRUARY 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
HUMANITIES - OTHER			22000 1						
HISTORY			16000 1						
AEROSPACE & AERONAUTICAL							33780 4		
ARCHITECTURAL							32500 13	29800 2	
CHEMICAL							40800 1	33385 5	36187 3
CIVIL							30714 27 37100/27000	34000 6	
ELECTRICAL/ELECTRONIC							33026 7		35717 8
MECHANICAL							33275 26 54800/29120	29000 2	34520 29 38700/29400
PETROLEUM							34592 2		36200 4
ENGINEERING TECHNOLOGY							30000 1		
BIOLOGICAL								19600 1	
GEOLOGY & GEOLOGICAL SCI			21600 1						

AVERAGE SALARY OFFERS FEBRUARY 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	29400 1								
AEROSPACE & AERONAUTICAL						23500 1			
ARCHITECTURAL						30333 3			
CHEMICAL					37020 3		37984 55 40800/35700		
CIVIL					33500 1				37800 1
ELECTRICAL/ELECTRONIC	33388 21 36700/32000	35590 6	33038 8	34360 12	34457 7	36750 2	34833 3	36380 5	35400 5
INDUSTRIAL								31000 1	
MECHANICAL		27001 2			34178 8	33500 2	35921 24 38500/33000	36052 19	35353 9
PETROLEUM					40000 1	30000 1	40269 16	35650 2	40548 2
ENGINEERING TECHNOLOGY									31200 1
COMPUTER SCIENCE	33000 2	32100 1	30855 2						
GEOLOGY & GEOLOGICAL SCI					41400 1				

AVERAGE SALARY OFFERS FEBRUARY 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING	30000 1								
BIOENGINEERING & BIOMEDIC									28500 1
ALLIED HEALTH			26329 7						

AVERAGE SALARY OFFERS FEBRUARY 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR		INFORMATION SY		SYSTEMS ANALYS		ACTUARIAL	AGRICULTURE/NA	
ACCOUNTING					28200	1			28200	1			
MANAGEMENT INFO SYSTEMS					26625	4	30000	1	32500	1			
LETTERS (incl English, Li					28200	1							
AGRIBUSINESS												27000	1
COMPUTER SCIENCE					32680	10	31333	3	32918	10			
INFORMATION SCIENCES & SY					29492	13	31000	1					
BIOLOGICAL												18100	1
MATHEMATICS					28800	1			26000	1			

AVERAGE SALARY OFFERS FEBRUARY 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		24000 1		21600 2					
BUSINESS ADMIN (INCL MGMT		-	19100 2	22831 13					
ECONOM & FINANCE (BANKING		27625 4		23222 9					
HOTEL/RESTAURANT MGMT.				18000 1					
MANAGEMENT INFO SYSTEMS		30500 2							
MARKETING/MARK MGMT (RESR		25500 1		20357 7					
COMMUNICATIONS			21000 1						
JOURNALISM				21267 3					
ELEMENTARY EDUCATION									19881 22 23500/17480
PHYSICAL EDUCATION									19919 2
SPECIAL EDUCATION									22967 3
TEXTILES & CLOTHING				20500 1					
MERCHANDISING MANAGEMENT				17000 1					
LETTERS (incl English, Li									20200 1
HUMANITIES - OTHER				20600 1					14000 1
POLITICAL SCIENCE/GOVT				20200 1					
PETROLEUM				20856 1					
COMPUTER SCIENCE		30000 1		24000 1					
INFORMATION SCIENCES & SY		29188 8							
BIOLOGICAL				20400 1					
CHEMISTRY				33540 1					
MATHEMATICS									17500 1
OTHER PHYSICAL & EARTH SC									19747 1

AVERAGE SALARY OFFERS FEBRUARY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 13330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28082 95 34500/26000	25818 34 30600/23000	17500 2	25500 5	28000 1				25225 8
BACHELOR - TECHNICAL	27250 2	25020 1							22500 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	30000 1	22333 3	23200 1						27600 1
BACHELOR - TECHNICAL			31500 1						

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	24000 1		19367 3	24000 1	24855 3		24274 19		
BACHELOR - TECHNICAL				28367 3			34449 3		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL			19000 2						
BACHELOR - TECHNICAL			21600 1				32385 81 54800/28000	31758 16	34970 42 42500/30000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	29400 1								
BACHELOR - TECHNICAL	33354 23 36700/32000	33293 9	32601 10	34360 12	35266 21 42000/32000	31667 9	37755 98 52000/34500	35896 27 39300/32000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	30000 1								
BACHELOR - TECHNICAL			26329 7						

AVERAGE SALARY OFFERS FEBRUARY 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL					27150 6	30000 1	30350 2		
BACHELOR - TECHNICAL					30792 24 35400/27000	31250 4	32289 11		22550 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		27625 8	19733 3	21836 39 45000/17500					20011 29 23500/17000
BACHELOR - TECHNICAL		29278 9		24699 4					18624 2

AVERAGE SALARY OFFERS FEBRUARY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	32000 1	49000 1			21750 2	34000 1		32000 1	
MBA--TECH								38000 1	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH						20200 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									29150 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									38250 2
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 2 March 1991

SOUTHWESTERN REGION (SWPA)

Arkansas College
University of Arkansas - Fayetteville
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston - Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
UT - Pan American
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler

The career planning & placement offices that participate in the *Salary Survey* are divided into seven geographic regions. The participants listed comprise the **Southwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (February 8, 1991, through March 8, 1991) and cumulatively (September 1, 1990, and March 8, 1991).

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 2/8/91 THROUGH 3/8/91

CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
BUSINESS														
ACCOUNTING	18	421	$27972	$28375	*	*	*	234	1618	$26493	$26603	$30000	$27000	$24000
BUSINESS ADMIN (INCL MGMT	1	47	22000	24948	*	*	*	40	431	22091	23096	29000	20900	16300
DISTRIBUTION MANAGEMENT	+	5	+	28500				+	8	+	27613			
ECONOM & FINANCE (BANKING	8	87	30250	26679	*	*	*	70	464	26211	25002	31000	27000	20800
HOTEL/RESTAURANT MGMT.	+	9	+	20061				1	38	18000	21097	*	*	*
HUMAN RSRCS (incl LABOR R	+	8	+	25375				2	46	23500	24027	*	*	*
MANAGEMENT INFO SYSTEMS	3	17	30000	29077	*	*	*	63	164	27759	27781	31000	28200	24000
MARKETING/MARK MGMT (RESR	8	69	28358	25528	*	*	*	75	456	23182	23540	28200	23000	18000
REAL ESTATE	+	+	+	+				+	4	+	20080			
COMMUNICATIONS														
ADVERTISING	+	9	+	22433				1	35	24700	21767	*	*	*
COMMUNICATIONS	+	23	+	21644				11	104	21573	21583	*	*	*
JOURNALISM	+	18	+	20510				5	59	19480	18833	*	*	*
TELECOMMUN/BROADCASTING	+	8	+	26250				+	17	+	23106			
EDUCATION														
ELEMENTARY EDUCATION	+	27	+	18665				32	191	19154	19937	21000	20000	17000
PRE-ELEMENTARY EDUCATION	+	+	+	+				+	25	+	17139			
PHYSICAL EDUCATION	+	1	+	16305				4	21	21173	19120	*	*	*
SPECIAL EDUCATION	+	2	+	23000				4	36	21425	23017	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				+	9	+	19411			
TEXTILES & CLOTHING	+	13	+	20015				2	23	19250	20978	*	*	*
MERCHANDISING MANAGEMENT	+	3	+	21833				1	24	17000	21388	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	5	+	19484				1	15	24000	21434	*	*	*
LETTERS (incl English, Li	+	13	+	22346				6	52	22617	21681	*	*	*
VISUAL & PERFORMING ARTS	+	14	+	17767				+	42	+	19738			
HUMANITIES - OTHER	+	10	+	23248				3	32	18867	21856	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	9	+	19650				2	37	24352	21057	*	*	*
HISTORY	+	7	+	18034				3	24	19333	20447	*	*	*
POLITICAL SCIENCE/GOVT	+	13	+	21540				1	60	20200	21665	*	*	*
PSYCHOLOGY	+	20	+	19419				5	74	19815	18802	*	*	*
SOCIOLOGY	+	8	+	20150				+	38	+	18943			
SOCIAL SCIENCES-OTHER	+	12	+	19205				+	56	+	19088			
ENGINEERING														
AEROSPACE & AERONAUTICAL	5	6	29124	28110	*	*	*	15	74	30242	30318	*	*	*
AGRICULTURAL	+	1	+	25000				3	17	30667	31471	*	*	*
ARCHITECTURAL	1	1	29700	29700	*	*	*	19	26	31726	30727	*	*	*
BIOENGINEERING & BIOMEDIC	+	1	+	30000				1	4	28500	26875	*	*	*
CHEMICAL	60	120	38559	37985	$40800	$38600	$35000	207	685	36497	36990	40700	37500	28836
CIVIL	15	50	32427	31054	*	*	*	64	390	31828	29798	37000	32000	25400
COMPUTER	+	10	+	34270				4	73	28485	32056	*	*	*
ELECTRICAL/ELECTRONIC	37	94	33335	33073	36700	33000	30000	153	737	33589	32943	36900	33800	31000

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	2	+	$29700			
INDUSTRIAL	+	14	+	$33673				10	164	$29206	32058	*	*	*
MECHANICAL	42	144	$35672	34333	$38400	$36000	$32400	210	891	34665	33897	$38400	$36000	$29400
METALLURGICAL	+	9	+	33904				+	54	+	33803			
MINING (INCL GEOLOGICAL)	+	+	+	+				+	32	+	31018			
NUCLEAR	+	+	+	+				1	9	32700	32895	*	*	*
PETROLEUM	19	22	40816	40664	*	*	*	74	123	37718	38486	42500	38450	31200
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	+	10	+	29770				2	97	30600	27814	*	*	*
INDUSTRIAL TECHNOLOGY	+	3	+	31500				+	12	+	26042			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	15	+	22263				1	43	27000	21949	*	*	*
ANIMAL SCIENCES	+	8	+	20805				1	23	22500	21528	*	*	*
PLANT SCIENCES	+	2	+	20000				+	6	+	21413			
NATURAL RESOURCES	+	1	+	28080				+	8	+	21095			
OTHER AGRICULTURAL SCIENC	+	5	+	24338				+	23	+	25440			
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	47	34000	31146	*	*	*	58	395	31146	30153	35000	32050	25920
COMPUTER PROGRAMMING	+	+	+	+				+	15	+	29123			
INFORMATION SCIENCES & SY	+	22	+	30948				23	102	29257	28800	31500	30000	27000
SYSTEMS ANALYSIS	+	2	+	23500				+	3	+	21867			
HEALTH SCIENCES														
ALLIED HEALTH	2	10	36828	29696	*	*	*	10	59	27628	27774	*	*	*
HEALTH SCIENCES	+	1	+	24500				+	26	+	20944			
NURSING	+	3	+	25333				+	55	+	27964			
PHARMACY	+	21	+	40099				+	27	+	39633			
SCIENCES														
ACTUARIAL	+	2	+	22750				+	4	+	25225			
ARCHITECTURAL & ENVIRONME	+	1	+	25000				4	15	27575	25927	*	*	*
BIOLOGICAL	+	7	+	21902				4	30	23027	20410	*	*	*
CHEMISTRY	+	2	+	28840				3	37	33013	27625	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	3	+	23267				4	17	34050	27691	*	*	*
MATHEMATICS	+	8	+	21746				6	61	25817	25595	*	*	*
PHYSICS	+	+	+	+				4	13	26049	28176	*	*	*
OTHER PHYSICAL & EARTH SC	+	2	+	18400				1	4	19747	20637	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	220	1525						1448	8559					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	17	371	$27941	$28512	*	*	*	174	1234	$26973	$27135	$31000	$27000	$24000
ACCOUNTING (PRIVATE)	1	55	31000	27180	*	*	*	68	396	25589	24744	28700	27000	22000
COMMERCIAL BANKING (CNSMR	+	5	+	25600				3	28	22000	21850	*	*	*
COMMERCIAL BANKING (LENDG	+	10	+	24920				6	34	25582	23065	*	*	*
INVESTMT BANKING (CORP FN	+	+	+	+				1	13	28000	25577	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				+	1	+	24000			
INVESTMT BANKG (REAL EST)	+	1	+	20000				+	4	+	18875			
INVESTMT BANKG (SALES & T	+	+	+	+				2	11	28996	23963	*	*	*
FINANCIAL/TREASURY ANALYS	3	30	31833	28731	*	*	*	14	167	27400	26242	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	+	+	+				2	16	26250	21160	*	*	*
UNDERWRITING	1	16	22000	24000	*	*	*	10	71	22102	23705	*	*	*
INSURANCE - CLAIMS	+	6	+	19849				4	51	25743	22344	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	4	+	17145				+	14	+	19295			
MEDIA PLANNING	+	1	+	35000				+	5	+	25460			
REPORTING	+	+	+	+				1	13	15600	14975	*	*	*
PRODUCTION	+	7	+	21377				+	35	+	24503			
PUBLIC RELATIONS	+	11	+	20603				+	30	+	19384			
WRITING / EDITING	+	7	+	21586				1	20	27600	19635	*	*	*
MARKETING														
ADVERTISING	+	5	+	18800				2	17	22000	20135	*	*	*
BRAND/PRODUCT MANAGEMENT	1	11	32000	19066	*	*	*	2	68	28000	23855	*	*	*
BUYER/MERCHANDISING	+	37	+	21831				7	99	22686	22841	*	*	*
DISTRIBUTION	1	8	31964	29558	*	*	*	9	30	25896	26709	*	*	*
MARKET RESEARCH	+	2	+	27500				4	39	25641	25261	*	*	*
PURCHASING	+	3	+	29293				1	17	28200	24787	*	*	*
SALES	3	87	34293	25831	*	*	*	59	488	24266	24882	34000	23000	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	3	+	21000				+	19	+	19870			
FINANC,TAXA, MONETARY POL	+	4	+	20725				+	42	+	22802			
ECONOMIC PROGRAMS	+	+	+	+				1	7	18200	22056	*	*	*
LAW ENFORCEMENT	+	6	+	21723				2	25	24352	22986	*	*	*
MILITARY	+	3	+	23667				3	26	19867	23803	*	*	*
NATIONAL SECURITY	+	3	+	16867				+	7	+	20229			
URBAN / REGIONAL PLANNING	+	4	+	17892				+	7	+	17261			
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	4	+	24500			
DESIGN / CONSTRUCT	23	63	32692	32387	$36900	$33300	$28200	121	440	32131	30781	36700	32400	27000
ENVIRONMENTAL/SANITATION	9	13	32830	31084	*	*	*	26	81	32254	30503	37164	32750	28200
MANUFACTURING/INDUSTRIAL	9	69	37344	34221	*	*	*	58	480	34722	33740	38500	36000	29400
SYSTEMS / PROGRAMMING	7	14	34100	33901	*	*	*	37	109	32904	32129	35400	33600	28800
POWER SYSTEMS	1	9	21201	30940	*	*	*	15	108	33963	32930	*	*	*
SOFTWARE DESIGN & DEVELOP	8	17	33688	33648	*	*	*	21	91	32202	32469	34500	32800	30600
HARDWARE DESIGN & DEVELOP	9	27	32422	32988	*	*	*	21	94	33530	33354	35100	34000	32000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	6	32	$33825	$34059	*	*	*	28	173	$35008	$33937	$38600	$34750	$30000
TESTING	7	16	31803	31264	*	*	*	16	82	31726	30457	*	*	*
PROCESS ENGINEERING	69	101	39550	38696	$42000	$39500	$36700	220	553	37997	37480	41000	38000	34800
PROJECT ENGINEERING	18	47	37639	36312	*	*	*	98	403	34767	34231	39300	36000	27600
OTHER ENGINEERING	11	67	34009	33239	*	*	*	108	714	33105	32598	38300	33000	26400
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	1	+	22000				2	19	27500	24503	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	2	+	23916			
MEDICAL TECHNOLOGY	+	4	+	23925				7	28	26329	24349	*	*	*
NURSES / PERSONAL CARE	+	4	+	22120				+	51	+	27158			
OCCUPATIONAL THERAPY	+	5	+	28360				+	17	+	29035			
PHARMACIST	+	22	+	39483				+	28	+	39165			
PHYSICAL THERAPY	+	2	+	25545				+	4	+	19045			
RESPIRATORY THERAPY	2	2	36828	36828	*	*	*	2	3	36828	35885	*	*	*
OTHER HEALTH RELATED	+	5	+	20876				3	53	19832	24256	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	3	+	21240				+	15	+	20661			
COUNSELING	+	8	+	15363				1	41	18680	16686	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	1	+	15240			
SOCIAL WORK	+	6	+	20408				+	29	+	16927			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	+	43	+	30559				60	305	28616	28420	33000	28500	24000
INFORMATION SYSTEMS	+	13	+	31862				12	107	31357	29174	*	*	*
SYSTEMS ANALYSIS & DESIGN	1	15	31500	30872	*	*	*	51	191	29277	29761	33100	29100	25000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	2	+	30000				+	10	+	30424			
AGRICULTURE/NAT'L RESOURC	+	19	+	21821				2	55	22550	21431	*	*	*
ARCHITECTURE	+	1	+	25000				+	7	+	25057			
CONSULTING	6	38	29083	29047	*	*	*	27	175	28022	28662	31500	28000	24000
HUMAN RESRCS /INDUS RELS	+	6	+	25033				3	50	19733	22429	*	*	*
MANAGEMENT TRAINEE	7	100	27657	22954	*	*	*	86	594	22508	22256	28850	20928	18000
MATH/STATISTICIANS	+	3	+	20747				1	16	20195	23501	*	*	*
PARALEGAL	+	+	+	+				+	5	+	19000			
RESEARCHERS NON-TECHNICAL	+	+	+	+				+	5	+	24400			
RESEARCHERS - TECHNICAL	+	+	+	+				+	16	+	29153			
TEACHING	+	48	+	19721				46	366	19919	20511	23000	20000	17000
TOTALS	220	1525						1448	8559					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

SWPA REGIONAL Report No. 2 MARCH 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	10	15	$41450	$37500	*	*	*	90	142	$31888	$31118	$38500	$31000	$27000
MBA--NON-TECH	6	38	33818	36570	*	*	*	21	156	31781	33870	40000	32000	25000
MBA--TECH	+	7	+	50757				3	20	32100	39435	*	*	*
MS-BUSINESS	+	6	+	50654				+	7	+	49132			
ECONOMICS & FINANCE (BANK	+	28	+	44118				+	34	+	42209			
HUMAN RESOURCES (INCL LAB	+	1	+	35500				+	6	+	28817			
MANAGEMENT INFORMATION SY	+	+	+	+				3	7	34400	33886	*	*	*
MARKETING/MKTNG MGT (RESE	+	12	+	45745				+	14	+	45088			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	1	+	32800				+	6	+	27460			
JOURNALISM	+	1	+	21500				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				4	15	22025	24187	*	*	*
ELEMENTARY EDUCATION	+	+	+	+				4	26	22125	24472	*	*	*
PHYSICAL EDUCATION	+	+	+	+				3	4	28000	24500	*	*	*
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	+	+	+				3	9	20133	23896	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				1	2	12300	16650	*	*	*
LETTERS	+	+	+	+				1	4	24000	23500	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				1	2	21000	21163	*	*	*
HUMANITIES - OTHER	+	2	+	35000				+	3	+	35000			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	1	+	12600				1	9	24900	23945	*	*	*
SOCIOLOGY	+	1	+	28000				1	3	20800	24267	*	*	*
SOCIAL SCIENCES - OTHER	1	2	30000	25500	*	*	*	1	13	30000	30853	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	1	40000	40000	*	*	*	1	8	40000	35640	*	*	*
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	+	+	+			
CHEMICAL	2	8	41700	40934	*	*	*	4	25	39810	39818	*	*	*

continued

SWPA REGIONAL Report No. 2 MARCH 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	9	10	$35512	$35110	*	*	*	18	60	$36595	$34900	*	*	*
COMPUTER	+	1	+	35200				1	2	39600	37400	*	*	*
ELECTRICAL/ELECTRONIC	4	21	38860	41129	*	*	*	17	86	37346	38078	*	*	*
INDUSTRIAL	+	+	+	+				1	18	31200	36437	*	*	*
MECHANICAL	+	10	+	36704				14	82	38189	38000	*	*	*
METALLURGICAL	+	+	+	+				+	16	+	38014			
MINING & MINERAL	+	+	+	+				+	13	+	35085			
NUCLEAR	+	+	+	+				+	2	+	37800			
PETROLEUM	+	4	+	42300				6	22	43150	43523	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				2	2	21091	21091	*	*	*
HEALTH SCIENCES	+	1	+	25000				1	4	20000	26500	*	*	*
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				1	5	35000	27239	*	*	*
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	1	+	28080			
BIOLOGICAL	+	+	+	+				+	2	+	24679			
CHEMISTRY	+	+	+	+				1	7	22000	32486	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	2	47000	45500	*	*	*	8	59	36138	36904	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				10	25	36062	36393	*	*	*
MATHEMATICS (INCL ACTUARI	+	1	+	35000				3	8	27067	26900	*	*	*
PHYSICS	+	+	+	+				1	3	31300	27219	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	34	174						226	939					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	35	+	$51463				1	72	$30000	$44058	*	*	*
MBA--TECH	+	8	+	54688				+	15	+	47100			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	3	33	$48000	53455	*	*	*	3	73	48000	45901	*	*	*
MBA--TECH	3	27	52333	57141	*	*	*	3	30	52333	55584	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	1	20	49000	57315	*	*	*	1	69	49000	47032	*	*	*
MBA--TECH	1	14	51300	54693	*	*	*	1	30	51300	48400	*	*	*
TOTALS	8	137						9	289					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 2/8/91 THROUGH 3/8/91

CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	+	+	+				+	5	+	$54220			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	$43000				+	5	+	37214			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	1	+	30000			
FOREIGN LANGUAGES	+	1	+	45739				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	3	+	50000				+	5	+	50540			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				1	3	$54080	46027	*	*	*
CHEMICAL	3	3	$53820	53820	*	*	*	6	12	50927	52177	*	*	*
CIVIL	+	+	+	+				+	5	+	41399			
COMPUTER	+	1	+	45000				+	2	+	52250			
ELECTRICAL/ELECTRONIC	+	1	+	36000				3	9	57400	56133	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	1	+	36000				+	3	+	43468			
METALLURGICAL	+	3	+	47000				+	8	+	45930			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	1	+	36000			
BIOLOGICAL	+	+	+	+				+	1	+	33550			
CHEMISTRY	1	3	46200	49000	*	*	*	1	34	46200	49060	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	2	+	56000				1	7	36540	50549	*	*	*
MATHEMATICS	+	1	+	54400				+	6	+	38483			
PHYSICS	+	1	+	40000				+	2	+	40000			
POLYMER	+	1	+	53400				+	1	+	53400			
TOTALS	4	22						12	114					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

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AVERAGE SALARY OFFERS MARCH 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	26791 175 34500/24000			22400 5			23400 3	26283 6	
BUSINESS ADMIN (INCL MGMT				31000 1		45000 1	20000 1		
ECONOM & FINANCE (BANKING	27124 5			25436 8	28000 1	24750 2	22250 2	29700 5	
MANAGEMENT INFO SYSTEMS	30333 3			27500 1		27500 2	28500 4	29857 7	
MARKETING/MARK MGMT (RESR							20000 2	26500 2	
COMMUNICATIONS	18000 1								
JOURNALISM						15600 1	18000 1		
LETTERS (incl English, Li				17500 1			28200 1		
HISTORY								18000 1	
PSYCHOLOGY								26900 1	
AEROSPACE & AERONAUTICAL									29000 1
ARCHITECTURAL								30667 6	29700 1
CHEMICAL								36209 7	31062 3
CIVIL								29856 9	
COMPUTER							29980 3		
ELECTRICAL/ELECTRONIC						31500 1	31380 1	31037 13	30000 1
MECHANICAL								33478 9	35373 6
COMPUTER SCIENCE	28000 3				32000 1	31667 3	34220 4		
INFORMATION SCIENCES & SY	30250 2						28000 3	30000 5	
ARCHITECTURAL & ENVIRONME	26500 1							28600 1	
BIOLOGICAL									19600 1
GEOLOGY & GEOLOGICAL SCI									43200 1
MATHEMATICS							27400 2		

AVERAGE SALARY OFFERS MARCH 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING						25750 2			
BUSINESS ADMIN (INCL MGMT		21600 5	20333 3	23078 4		17987 11			
ECONOM & FINANCE (BANKING	25000 8	21000 1		22333 3		23817 6		26700 1	
HOTEL/RESTAURANT MGMT.			18000 1						
HUMAN RSRCS (incl LABOR R				22500 1					
MANAGEMENT INFO SYSTEMS		25000 2		19850 2		25750 3			
MARKETING/MARK MGMT (RESR	17500 1	24000 1		23096 5		21243 28 28500/15600	42000 1		18000 1
ADVERTISING						24700 1			
COMMUNICATIONS		22000 2	18500 1			18733 3	21000 1		
JOURNALISM						21267 3			
TEXTILES & CLOTHING						19250 2			
MERCHANDISING MANAGEMENT						17000 1			
HUMANITIES - OTHER						20600 1			
CRIMINAL JUSTICE								24352 2	
HISTORY						24000 1			
PSYCHOLOGY				22500 1					
AGRICULTURAL						30667 3			
BIOENGINEERING & BIOMEDIC						28500 1			
ANIMAL SCIENCES						22500 1			
COMPUTER SCIENCE						24000 1			
CHEMISTRY				31500 1					
PHYSICS		22000 1							

AVERAGE SALARY OFFERS MARCH 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING					16500 1	20200 1		22750 2	
BUSINESS ADMIN (INCL MGMT			17433 3		29000 1	21284 2		21500 2	
MANAGEMENT INFO SYSTEMS			24720 5	29600 1		17653 2			25000 1
MARKETING/MARK MGMT (RESR						22767 3			
COMMUNICATIONS				25000 2					
ELEMENTARY EDUCATION					19154 32 23500/17000				
PHYSICAL EDUCATION					21173 4				
SPECIAL EDUCATION					21425 4				
LETTERS (incl English, Li			24000 1			20200 1	18200 1		
HUMANITIES - OTHER					14000 1	22000 1			
HISTORY						16000 1			
POLITICAL SCIENCE/GOVT						20200 1			
PSYCHOLOGY								16559 3	
AEROSPACE & AERONAUTICAL			33000 1			23567 3			
ARCHITECTURAL							25200 1		
CHEMICAL				28836 1	36200 1	31012 4	29418 2		
CIVIL			43420 2	33600 1		26626 2	27680 12		
ELECTRICAL/ELECTRONIC				32943 8		28192 3	30300 2		
INDUSTRIAL				29100 2		22782 2			
MECHANICAL				31080 6		22873 6	28750 1		
COMPUTER SCIENCE		33500 1		29753 2		23058 2	23000 1		27600 1
INFORMATION SCIENCES & SY			25000 1						
ALLIED HEALTH					18300 1			27045 8	41600 1

AVERAGE SALARY OFFERS MARCH 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BIOLOGICAL							18100 1		
GEOLOGY & GEOLOGICAL SCI						21600 1			
MATHEMATICS					17500 1				
PHYSICS						25098 2			
OTHER PHYSICAL & EARTH SC					19747 1				

AVERAGE SALARY OFFERS MARCH 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					28668 1			25000 1	20[illegible]9 1
ECONOM & FINANCE (BANKING								18500 1	
MANAGEMENT INFO SYSTEMS					26000 1			29000 1	
MARKETING/MARK MGMT (RESR							14400 1		
AEROSPACE & AERONAUTICAL					31422 4				
ARCHITECTURAL								31000 6	
CHEMICAL								40800 1	37144 67 41200/34440
CIVIL								29000 3	33050 4
ELECTRICAL/ELECTRONIC				30000 1	32111 5		32400 1	32333 3	35340 5
INDUSTRIAL					27700 1			31000 1	
MECHANICAL					29925 12		34667 3	29560 2	36764 33 39000/35400
PETROLEUM									41000 2
AGRIBUSINESS						27000 1			
COMPUTER SCIENCE					31050 2				28800 1
ARCHITECTURAL & ENVIRONME								26400 1	
CHEMISTRY									33540 1

AVERAGE SALARY OFFERS MARCH 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING		26500 2			20000 1				26987 33 30600/25000
BUSINESS ADMIN (INCL MGMT			31000 1						26650 4
ECONOM & FINANCE (BANKING	31000 1		27000 1	29750 4					27769 17
HUMAN RSRCS (incl LABOR R				24500 1					
MANAGEMENT INFO SYSTEMS	28250 2	29100 1							29249 25 33900/27600
MARKETING/MARK MGMT (RESR	23875 4	27000 1	23057 7	27100 5					29366 4
COMMUNICATIONS									29600 1
AEROSPACE & AERONAUTICAL	31500 1	30500 1							32413 3
ARCHITECTURAL									35580 5
CHEMICAL	35265 4		38400 1	34600 1			35520 1	38900 2	36736 107 55000/28200
CIVIL									34237 28 42200/28224
COMPUTER	24000 1								
ELECTRICAL/ELECTRONIC	33690 41 42000/31500	33838 39 38400/31000	36533 3					37400 1	35855 21 42200/32460
INDUSTRIAL		31800 1					30600 1		33600 2
MECHANICAL	33375 4	33125 9	36833 6	33480 2				35000 3	36174 99 54800/30600
NUCLEAR	32700 1								
PETROLEUM									37627 72 55000/31200
ENGINEERING TECHNOLOGY		30000 1							31200 1
COMPUTER SCIENCE	30045 4	32298 6							32718 23 38500/30600
INFORMATION SCIENCES & SY	31200 1							30000 1	30174 7
ARCHITECTURAL & ENVIRONME									28800 1
BIOLOGICAL			20400 1						
CHEMISTRY				34000 1					

AVERAGE SALARY OFFERS MARCH 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
GEOLOGY & GEOLOGICAL SCI									35700 2
MATHEMATICS	23000 1								29800 2
PHYSICS									32000 1

AVERAGE SALARY OFFERS MARCH 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BUSINESS ADMIN (INCL MGMT							24000 1
ECONOM & FINANCE (BANKING	12000 1					28000 1	30000 2
MARKETING/MARK MGMT (RESR	31100 2				19300 2	21642 2	23400 3
FOREIGN LANGUAGES							24000 1
LETTERS (incl English, Li						27600 1	
AEROSPACE & AERONAUTICAL						36000 1	
CHEMICAL						31702 2	36467 3
CIVIL							28200 3
ELECTRICAL/ELECTRONIC							34100 4
MECHANICAL			29813 3		24000 1	31789 5	
COMPUTER SCIENCE	31000 1					28250 2	
INFORMATION SCIENCES & SY							27000 3
BIOLOGICAL							34008 1

AVERAGE SALARY OFFERS MARCH 1991 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	26810 184 34500/24000			24468 16	28000 1	27517 6	23921 14	27868 22 40000/25000	
BACHELOR - TECHNICAL	28500 6				32000 1	31625 4	30538 13	31791 50 48000/28000	32638 14

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	24167 9	22455 11	19500 5	22468 16		21115 62 28500/15600	31500 2	25135 3	18000 1
BACHELOR - TECHNICAL		22000 1		31500 1		27833 6			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL			22211 9	26533 3	19601 43 29000/16800	20398 12	18200 1	19739 7	25000 1
BACHELOR - TECHNICAL		33500 1	36210 4	31508 20 36700/28836	22937 4	25331 25 36500/20463	27332 20 35040/23000	27045 8	34600 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL					27334 2		14400 1	24167 3	20000 1
BACHELOR - TECHNICAL				30000 1	30631 24 35048/28500	27000 1	34100 4	31019 17	36770 113 41200/33000

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	26143 7	27275 4	24378 9	27900 10	20000 1				27947 84 33900/25000
BACHELOR - TECHNICAL	33076 58 42000/31200	33402 57 38400/31000	35400 11	33890 4			33060 2	35743 7	35994 374 55000/29400

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	24733 3				19300 2	24721 4	
BACHELOR - TECHNICAL	31000 1		29813 3		24000 1	31485 10	

AVERAGE SALARY OFFERS MARCH 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	27023 167 34500/24000	25333 58 30600/20000	17500 2						
BUSINESS ADMIN (INCL MGMT			31000 1						
ECONOM & FINANCE (BANKING	26392 2	27304 9		25582 6	28000 1			25992 1	28300 11
MANAGEMENT INFO SYSTEMS	32000 1								
MARKETING/MARK MGMT (RESR									18000 1
COMMUNICATIONS	18000 1								
ELECTRICAL/ELECTRONIC	23096 1								
INDUSTRIAL									31800 1
PETROLEUM									28500 1
COMPUTER SCIENCE	28000 1							32000 1	
INFORMATION SCIENCES & SY		25020 1							
ARCHITECTURAL & ENVIRONME	26500 1								

AVERAGE SALARY OFFERS MARCH 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT		22000 2	24157 2						
ECONOK & FINANCE (BANKING	26250 2	22333 3							
HUMAN RSRCS (incl LABOR R		22500 1							
MANAGEMENT INFO SYSTEMS		13200 1							
MARKETING/MARK MGMT (RESR		24773 3	23160 1						
JOURNALISM						15600 1			
LETTERS (incl English, Li									27600 1
CHEMISTRY			31500 1						

AVERAGE SALARY OFFERS MARCH 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BUSINESS ADMIN (INCL MGMT		24000 1		23333 3			20000 1		
ECONOM & FINANCE (BANKING			28200 1		29982 2		24333 6		
HUMAN RSRCS (incl LABOR R			24500 1						
MARKETING/MARK MGMT (RESR	20000 1	32000 1	22025 4	25988 3	21300 2	28200 1	23376 33 42000/18000		
ADVERTISING							24700 1		
COMMUNICATIONS							19740 5		
JOURNALISM							18000 1		
TEXTILES & CLOTHING			18000 1						
FOREIGN LANGUAGES							24000 1		
LETTERS (incl English, Li	24000 1						17500 1		
HISTORY							24000 1		
PSYCHOLOGY							22500 1		
AEROSPACE & AERONAUTICAL							30500 1		
CHEMICAL							38040 2		
ELECTRICAL/ELECTRONIC							35340 1		
MECHANICAL				31800 2					
ANIMAL SCIENCES							22500 1		
COMPUTER SCIENCE				21500 1			32460 1		
BIOLOGICAL							34008 1		
CHEMISTRY							34000 1		

AVERAGE SALARY OFFERS MARCH 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
LETTERS (incl English, Li	18200 1								
HUMANITIES - OTHER			22000 1						
CRIMINAL JUSTICE		24352 2							
HISTORY			16000 1						
AEROSPACE & AERONAUTICAL							33384 5		
ARCHITECTURAL							32300 14	29800 2	
CHEMICAL							30902 3	32733 9	35743 8
CIVIL							30302 41 42200/25324	33900 12	34800 1
ELECTRICAL/ELECTRONIC							33182 18		35329 7
INDUSTRIAL									24421 3
MECHANICAL							33393 36 54800/29120	29000 2	34935 34 39500/29500
PETROLEUM							34592 2		36960 5
ENGINEERING TECHNOLOGY							30000 1		
COMPUTER SCIENCE							35000 1		
BIOLOGICAL								19600 1	
GEOLOGY & GEOLOGICAL SCI			21600 1						

AVERAGE SALARY OFFERS MARCH 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	29400 1								
MANAGEMENT INFO SYSTEMS	28200 2								
AEROSPACE & AERONAUTICAL		21201 1	31500 1			28207 3		30888 1	29333 3
AGRICULTURAL									30667 3
ARCHITECTURAL						30333 3			
CHEMICAL	35000 1				36940 4		37943 155 55000/35000	27054 16	34300 9
CIVIL	34400 1				33500 1			33850 2	36234 6
COMPUTER	28200 2		33540 1				-		
ELECTRICAL/ELECTRONIC	33513 27 36700/32000	36558 11	32500 15	33286 20 35600/30600	34080 10	36750 2	34803 7	34770 10	32441 22 36000/31200
INDUSTRIAL								31433 3	30900 3
MECHANICAL		27001 2		38400 1	34252 11	32643 7	36311 32 39200/35000	37176 44 54000/32000	32885 38 41040/25440
NUCLEAR									32700 1
PETROLEUM					40000 1	30000 1	41250 26 55000/38000	36571 21 45000/32000	36455 16
ENGINEERING TECHNOLOGY									31200 1
COMPUTER SCIENCE	33667 3	32100 1	30928 4						
ARCHITECTURAL & ENVIRONME									27933 3
GEOLOGY & GEOLOGICAL SCI					41400 1				30000 1
PHYSICS								30000 1	26098 2

AVERAGE SALARY OFFERS MARCH 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING	30000 1								
BUSINESS ADMIN (INCL MGMT	25000 1								
PSYCHOLOGY									15498 2
BIOENGINEERING & BIOMEDIC									28500 1
ALLIED HEALTH			26329 7					36828 2	

AVERAGE SALARY OFFERS MARCH 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					28200 1		28200 1		
BUSINESS ADMIN (INCL MGMT					24000 1		25000 1		
ECONOM & FINANCE (BANKING							28933 3		
MANAGEMENT INFO SYSTEMS					27452 23 31500/24000	29780 5	27607 25 33000/24000		
COMMUNICATIONS							29600 1		
LETTERS (incl English, Li					28200 1				
PSYCHOLOGY		18680 1							
COMPUTER					24000 1				
MECHANICAL					23040 1				
AGRIBUSINESS									27000 1
COMPUTER SCIENCE					30760 17	32730 6	32219 17		
INFORMATION SCIENCES & SY					29492 13	31000 1			
BIOLOGICAL									18100 1
MATHEMATICS					25900 2		28533 3		

AVERAGE SALARY OFFERS MARCH 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		24000 1		23900 3					
BUSINESS ADMIN (INCL MGMT			19100 2	21030 24 45000/12000					
ECONOM & FINANCE (BANKING		27786 7		23906 16					
HOTEL/RESTAURANT MGMT.				18000 1					
MANAGEMENT INFO SYSTEMS		29420 5		29600 1					
MARKETING/MARK MGMT (RESR		26500 2		22169 23 29100/18000					
COMMUNICATIONS			21000 1	23333 3					
JOURNALISM				21267 3					
ELEMENTARY EDUCATION									19154 32 23500/17000
PHYSICAL EDUCATION									21173 4
SPECIAL EDUCATION									21425 4
TEXTILES & CLOTHING				20500 1					
MERCHANDISING MANAGEMENT				17000 1					
LETTERS (incl English, Li									20200 1
HUMANITIES - OTHER				20600 1					14000 1
HISTORY		18000 1							
POLITICAL SCIENCE/GOVT				20200 1					
PSYCHOLOGY				26900 1					
ELECTRICAL/ELECTRONIC		28250 2							
PETROLEUM				20856 1					
COMPUTER SCIENCE		30000 1		27835 3	20195 1				
INFORMATION SCIENCES & SY		29188 8							
ALLIED HEALTH									18300 1

AVERAGE SALARY OFFERS MARCH 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BIOLOGICAL				20400 1					
CHEMISTRY				33540 1					
GEOLOGY & GEOLOGICAL SCI									43200 1
MATHEMATICS									17500 1
PHYSICS				22000 1					
OTHER PHYSICAL & EARTH SC									19747 1

AVERAGE SALARY OFFERS MARCH 1991 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26992 171 34500/24000	25597 67 31000/22000	22000 3	25582 6	28000 1			25992 1	27442 12
BACHELOR - TECHNICAL	25865 3	25020 1						32000 1	27150 2

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	26250 2	22102 10	23824 3			15600 1			27600 1
BACHELOR - TECHNICAL			31500 1						

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	22000 2	28000 2	22686 7	24661 6	25641 4	28200 1	22878 51 42000/18000		
BACHELOR - TECHNICAL				28367 3			33111 8		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	18200 1	24352 2	19000 2						
BACHELOR - TECHNICAL			21600 1				32131 121 54800/27000	32254 26 42200/28200	34722 58 42500/29400

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	28600 3								
BACHELOR - TECHNICAL	33284 34 36700/31500	33963 15	32202 21 37000/30600	33530 21 38400/32000	35008 28 42000/30000	31726 16	37997 220 55000/34800	34767 98 54000/27600	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	27500 2								
BACHELOR - TECHNICAL			26329 7					36828 2	

AVERAGE SALARY OFFERS MARCH 1991 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL		18680 1			27377 26 31500/24000	29780 5	27735 31 33000/24000		
BACHELOR - TECHNICAL					29564 34 35400/25000	32483 7	31666 20 38500/26000		22550 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		27288 16	19733 3	22220 79 45000/17500					19465 42 27500/17000
BACHELOR - TECHNICAL		29091 11		25757 7	20195 1				24687 4

BEST AVAILABLE COPY

AVERAGE SALARY OFFERS MARCH 1991 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	29500 2	49000 1			21750 2	34000 1	31227 4	35000 2	
MBA--TECH								38000 1	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	40000 1								
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH					16000 1	20200 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									29150 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH				39900 1					36425 4
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							25200 1
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 3 April 1991

SOUTHWESTERN REGION (SWPA)

Arkansas College
University of Arkansas - Fayetteville
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston - Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
UT - Pan American
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler

The career planning & placement offices that participate in the *Salary Survey* are divided into seven geographic regions. The participants listed comprise the **Southwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (March 8, 1991, through April 5, 1991) and cumulatively (September 1, 1990, and April 5, 1991).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 3/8/91 THROUGH 4/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
BUSINESS														
ACCOUNTING	109	574	$25324	$26200	$28400	$25500	$21000	254	1888	$26472	$26675	$30000	$27000	$23500
BUSINESS ADMIN (INCL MGMT	28	158	21498	23583	25113	21250	17000	46	496	21990	23354	28200	21000	17000
DISTRIBUTION MANAGEMENT	+	1	+	24000				+	9	+	27211			
ECONOM & FINANCE (BANKING	29	237	25658	26242	29000	26000	21000	79	618	26279	25520	30300	27000	21000
HOTEL/RESTAURANT MGMT.	+	1	+	22000				1	39	18000	21121	*	*	*
HUMAN RSRCS (incl LABOR R	2	7	19750	22929	*	*	*	3	50	21333	23885	*	*	*
MANAGEMENT INFO SYSTEMS	56	101	27759	28043	31500	28650	24000	68	197	28037	28044	31800	28900	24000
MARKETING/MARK MGMT (RESR	53	215	22401	23554	27000	22000	18000	88	584	22949	23723	28200	22500	18000
REAL ESTATE	+	1	+	21000				+	5	+	20264			
COMMUNICATIONS														
ADVERTISING	1	6	24700	18917	*	*	*	1	39	24700	21478	*	*	*
COMMUNICATIONS	11	36	20573	21960	*	*	*	12	116	20608	21733	*	*	*
JOURNALISM	2	15	16800	20531	*	*	*	5	66	19480	19422	*	*	*
TELECOMMUN/BROADCASTING	+	8	+	21650				+	22	+	23109			
EDUCATION														
ELEMENTARY EDUCATION	12	36	18046	20006	*	*	*	34	198	19233	19963	21000	20000	17000
PRE-ELEMENTARY EDUCATION	+	6	+	12967				+	27	+	16647			
PHYSICAL EDUCATION	2	5	22426	21978	*	*	*	4	21	21173	19120	*	*	*
SPECIAL EDUCATION	1	8	16800	20831	*	*	*	4	39	21425	22956	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	1	5	17000	21100	*	*	*	1	12	17000	19392	*	*	*
TEXTILES & CLOTHING	+	5	+	23600				2	27	19250	21241	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				1	24	17000	21388	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	2	+	23250				1	16	24000	21220	*	*	*
LETTERS (incl English, Li	1	10	18200	22641	*	*	*	6	58	22617	21734	*	*	*
VISUAL & PERFORMING ARTS	+	5	+	23800				+	44	+	19873			
HUMANITIES - OTHER	+	5	+	21360				3	37	18867	21789	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	2	9	24352	20455	*	*	*	2	39	24352	20759	*	*	*
HISTORY	2	4	21000	22000	*	*	*	3	25	19333	20629	*	*	*
POLITICAL SCIENCE/GOVT	+	14	+	23030				1	66	20200	21998	*	*	*
PSYCHOLOGY	4	21	19144	20416	*	*	*	5	83	19815	19250	*	*	*
SOCIOLOGY	+	4	+	15878				+	38	+	18943			
SOCIAL SCIENCES-OTHER	+	6	+	21360				+	59	+	19456			
ENGINEERING														
AEROSPACE & AERONAUTICAL	8	22	28299	30087	*	*	*	18	85	29479	30188	*	*	*
AGRICULTURAL	6	6	30667	30667	*	*	*	6	20	30667	31350	*	*	*
ARCHITECTURAL	7	9	30643	29804	*	*	*	26	33	31435	30709	36000	31500	25440
BIOENGINEERING & BIOMEDIC	+	2	+	30000				1	6	28500	27917	*	*	*
CHEMICAL	128	384	35749	37002	40000	37010	26820	255	812	36886	37178	40700	38000	30600
CIVIL	19	101	30236	30703	*	*	*	69	434	31384	29764	37000	31800	25296
COMPUTER	9	28	30854	31593	*	*	*	9	87	30854	32126	*	*	*
ELECTRICAL/ELECTRONIC	57	326	32997	33060	37600	33000	30000	177	875	33698	33049	37300	33800	30600

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 3/8/91 THROUGH 4/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
ENGINEERING (continued)														
ENVIRONMENTAL ENGINEERING	+	+	+	+				+	2	+	$29700			
INDUSTRIAL	9	79	$29007	$32440	*	*	*	10	206	$29206	32179	*	*	*
MECHANICAL	83	352	34830	33835	$38500	$35500	$30000	248	1034	34825	33980	$38496	$36000	$30000
METALLURGICAL	+	27	+	33424				+	77	+	33688			
MINING (INCL GEOLOGICAL)	+	4	+	31900				+	36	+	31116			
NUCLEAR	1	5	32700	32160	*	*	*	1	13	32700	32627	*	*	*
PETROLEUM	28	29	35878	35944	39000	36000	31200	77	126	37716	38467	42500	38500	31200
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	1	43	29000	26856	*	*	*	3	107	30067	27839	*	*	*
INDUSTRIAL TECHNOLOGY	+	+	+	+				+	12	+	26042			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	12	+	21995				1	47	27000	22115	*	*	*
ANIMAL SCIENCES	1	3	22500	23000	*	*	*	1	23	22500	21528	*	*	*
PLANT SCIENCES	+	+	+	+				+	6	+	21413			
NATURAL RESOURCES	+	3	+	21133				+	9	+	21307			
OTHER AGRICULTURAL SCIENC	+	3	+	22401				+	23	+	25440			
COMPUTER SCIENCE														
COMPUTER SCIENCE	35	170	29254	30900	34500	30600	22000	68	470	30459	30258	35000	32000	23500
COMPUTER PROGRAMMING	+	5	+	29440				+	17	+	28914			
INFORMATION SCIENCES & SY	+	26	+	29499				23	127	29257	29020	31500	30000	27000
SYSTEMS ANALYSIS	+	1	+	24960				+	4	+	22840			
HEALTH SCIENCES														
ALLIED HEALTH	1	3	18300	21943	*	*	*	10	59	27626	27774	*	*	*
HEALTH SCIENCES	+	3	+	20216				+	27	+	21095			
NURSING	+	19	+	33294				+	56	+	28054			
PHARMACY	+	+	+	+				+	27	+	39633			
SCIENCES														
ACTUARIAL	+	1	+	33240				+	5	+	26828			
ARCHITECTURAL & ENVIRONME	3	5	27933	27860	*	*	*	4	16	27575	26463	*	*	*
BIOLOGICAL	1	12	20000	17865	*	*	*	5	37	22422	20103	*	*	*
CHEMISTRY	+	24	+	28572				3	47	33013	27716	*	*	*
GEOLOGY & GEOLOGICAL SCI	2	8	36600	31450	*	*	*	4	22	34050	28525	*	*	*
MATHEMATICS	3	21	27533	29409	*	*	*	6	68	25817	26213	*	*	*
PHYSICS	4	7	26049	28098	*	*	*	4	13	26049	28176	*	*	*
OTHER PHYSICAL & EARTH SC	+	1	+	26000				1	4	19747	20637	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	722	3249						1654	10014					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
\+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	76	440	$25249	$26922	$28000	$25000	$21000	190	1452	$26927	$27250	$31000	$27000	$24000
ACCOUNTING (PRIVATE)	38	146	25363	24583	28500	26000	22500	74	456	25644	24800	28668	27000	22500
COMMERCIAL BANKING (CNSMR	1	20	31000	22113	*	*	*	3	44	22000	21978	*	*	*
COMMERCIAL BANKING (LENDG	1	27	25992	24981	*	*	*	6	58	25582	24107	*	*	*
INVESTMT BANKING (CORP FN	+	10	+	29970				1	20	28000	27875	*	*	*
INVESTMT BANKING (M & A)	+	1	+	33000				+	2	+	28500			
INVESTMT BANKG (REAL EST)	+	+	+	+				+	4	+	18875			
INVESTMT BANKG (SALES & T	2	9	28996	22310	*	*	*	2	15	28996	22439	*	*	*
FINANCIAL/TREASURY ANALYS	4	75	30075	27348	*	*	*	16	212	27506	26655	*	*	*
PORTFOLIO MGNT/BROKERAGE	1	12	22500	20822	*	*	*	2	23	26250	21655	*	*	*
UNDERWRITING	6	27	22003	24899	*	*	*	10	82	22102	24056	*	*	*
INSURANCE - CLAIMS	3	17	23924	22332	*	*	*	5	62	25295	22483	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	5	+	18720				+	18	+	19429			
MEDIA PLANNING	+	3	+	21100				+	5	+	25460			
REPORTING	1	3	15600	13133	*	*	*	1	13	15600	14975	*	*	*
PRODUCTION	+	7	+	29543				+	36	+	24706			
PUBLIC RELATIONS	+	5	+	21923				+	32	+	19840			
WRITING / EDITING	+	3	+	19967				1	22	27600	19864	*	*	*
MARKETING														
ADVERTISING	1	6	20000	19917	*	*	*	2	20	22000	20465	*	*	*
BRAND/PRODUCT MANAGEMENT	1	44	24000	24185	*	*	*	2	85	28000	23932	*	*	*
BUYER/MERCHANDISING	5	36	25340	24572	*	*	*	8	126	23100	23303	*	*	*
DISTRIBUTION	4	12	23000	25337	*	*	*	9	34	25896	26362	*	*	*
MARKET RESEARCH	1	14	28000	24264	*	*	*	4	46	25641	24914	*	*	*
PURCHASING	2	5	24600	26844	*	*	*	2	20	24600	25270	*	*	*
SALES	47	183	22269	24974	30000	21000	15000	72	586	23807	25102	32460	23000	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	1	+	20000				+	20	+	19876			
FINANC,TAXA, MONETARY POL	1	10	27300	24853	*	*	*	1	47	27300	23040	*	*	*
ECONOMIC PROGRAMS	1	4	18200	22198	*	*	*	1	7	18200	22056	*	*	*
LAW ENFORCEMENT	2	12	24352	23399	*	*	*	2	32	24352	23152	*	*	*
MILITARY	+	4	+	26625				3	28	19867	23817	*	*	*
NATIONAL SECURITY	+	+	+	+				+	7	+	20229			
URBAN / REGIONAL PLANNING	+	2	+	21720				+	8	+	19104			
ENGINEERING														
BIOENGINEERING	+	2	+	30000				+	6	+	26333			
DESIGN / CONSTRUCT	39	149	31015	30257	37300	32500	24912	143	502	32061	30779	37100	32400	25440
ENVIRONMENTAL/SANITATION	2	18	39000	31854	*	*	*	27	87	32652	30721	39000	33000	28200
MANUFACTURING/INDUSTRIAL	19	196	33511	33948	*	*	*	70	579	34879	33800	38500	36000	29400
SYSTEMS / PROGRAMMING	14	46	32850	32349	*	*	*	45	133	33225	32328	35700	33900	28800
POWER SYSTEMS	6	34	37933	34807	*	*	*	16	123	34278	33179	*	*	*
SOFTWARE DESIGN & DEVELOP	8	43	30330	32158	*	*	*	26	112	32237	32283	34800	32900	30000
HARDWARE DESIGN & DEVELOP	2	16	31500	32884	*	*	*	23	107	33353	33253	35100	33956	30600

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	3	67	$36280	$35220	*	*	*	30	203	$35079	$34006	$38600	$35000	$30000
TESTING	2	24	35400	29680	*	*	*	18	96	32134	30524	*	*	*
PROCESS ENGINEERING	97	276	37160	37502	$40000	$37200	$34600	264	651	38006	37560	40800	38000	35000
PROJECT ENGINEERING	81	217	33866	33411	39000	34200	26400	126	503	34840	34230	39300	36000	27600
OTHER ENGINEERING	85	307	32498	33141	38016	32400	26400	114	791	33173	32700	38400	33000	26400
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	4	25000	23125	*	*	*	2	19	27500	24503	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	2	+	23916			
MEDICAL TECHNOLOGY	+	3	+	18343				7	29	26329	23854	*	*	*
NURSES / PERSONAL CARE	+	18	+	32077				+	52	+	27270			
OCCUPATIONAL THERAPY	+	2	+	40750				+	18	+	29866			
PHARMACIST	+	+	+	+				+	28	+	39165			
PHYSICAL THERAPY	+	1	+	11648				+	4	+	19045			
RESPIRATORY THERAPY	+	1	+	28000				2	4	36828	33914	*	*	*
OTHER HEALTH RELATED	2	6	15498	24449	*	*	*	3	55	19832	24038	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	3	+	18000				+	18	+	20218			
COUNSELING	2	9	17840	18655	*	*	*	2	43	17840	16696	*	*	*
FUNDRAISING / DEVELOPMENT	+	1	+	15240				+	1	+	15240			
SOCIAL WORK	3	10	20633	16940	*	*	*	3	33	20633	17176	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	36	130	27518	28713	30700	27600	24000	66	361	28675	28561	33000	28500	24000
INFORMATION SYSTEMS	10	54	31208	30247	*	*	*	15	144	31139	29398	*	*	*
SYSTEMS ANALYSIS & DESIGN	42	87	28492	29178	33000	29008	24000	56	221	29358	29679	33500	29500	24000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	3	+	29747				+	11	+	30680			
AGRICULTURE/NAT'L RESOURC	+	6	+	18863				2	56	22550	21504	*	*	*
ARCHITECTURE	+	2	+	27750				+	8	+	26238			
CONSULTING	8	87	26825	29310	*	*	*	31	230	28181	28933	31500	28000	25000
HUMAN RESRCS /INDUS RELS	4	15	20000	20900	*	*	*	7	57	19886	22394	*	*	*
MANAGEMENT TRAINEE	37	169	21965	23850	27000	22000	18000	87	667	22491	22560	28850	21000	18000
MATH/STATISTICIANS	1	9	20195	23633	*	*	*	1	20	20195	23651	*	*	*
PARALEGAL	+	2	+	17500				+	7	+	18571			
RESEARCHERS NON-TECHNICAL	1	5	24000	22405	*	*	*	1	7	24000	23860	*	*	*
RESEARCHERS - TECHNICAL	1	15	20000	27997	*	*	*	1	22	20000	28596	*	*	*
TEACHING	18	69	20067	20553	*	*	*	49	382	19975	20506	23000	20000	17000
TOTALS	722	3249						1654	10014					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	20	42	$30280	$30421	$38500	$30000	$24000	99	159	$31763	$31213	$38500	$31000	$27000
MBA--NON-TECH	8	83	29978	38952	*	*	*	23	222	31736	35769	41000	32000	21025
MBA--TECH	+	30	+	38152				3	49	32100	39026	*	*	*
MS-BUSINESS	1	6	26000	39587	*	*	*	1	12	26000	45120	*	*	*
ECONOMICS & FINANCE (BANK	1	51	30000	43655	*	*	*	1	84	30000	43268	*	*	*
HUMAN RESOURCES (INCL LAB	+	15	+	38488				+	19	+	37222			
MANAGEMENT INFORMATION SY	+	3	+	30000				3	10	34400	32720	*	*	*
MARKETING/MKTNG MGT (RESE	1	36	50000	46381	*	*	*	1	50	50000	46019	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	+	+	+				+	6	+	27460			
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	4	6	22025	21683	*	*	*	4	15	22025	24187	*	*	*
ELEMENTARY EDUCATION	2	2	25250	25250	*	*	*	4	26	22125	24472	*	*	*
PHYSICAL EDUCATION	1	1	35000	35000	*	*	*	3	4	28000	24500	*	*	*
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	3	4	20133	21319	*	*	*	3	9	20133	23896	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	1	1	12300	12300	*	*	*	1	2	12300	16650	*	*	*
LETTERS	+	1	+	32500				1	4	24000	23500	*	*	*
VISUAL & PERFORMING ARTS	1	1	21000	21000	*	*	*	1	2	21000	21163	*	*	*
HUMANITIES - OTHER	+	1	+	20004				+	4	+	31251			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	1	+	16900				1	9	24900	23945	*	*	*
SOCIOLOGY	1	1	20800	20800	*	*	*	1	3	20800	24267	*	*	*
SOCIAL SCIENCES - OTHER	+	+	+	+				1	13	30000	30853	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	+	+	+				1	8	40000	35640	*	*	*
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	1	+	30000				+	1	+	30000			
CHEMICAL	3	12	37280	38827	*	*	*	5	35	39048	39587	*	*	*

continued

SWPA REGIONAL Report No. 3 APRIL 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91 NUMBER OF OFFERS REGIONAL	NATIONAL	AVERAGE $ OFFERS REGIONAL	NATIONAL	PERCENTILES' 90TH	50TH	10TH	CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 NUMBER OF OFFERS REGIONAL	NATIONAL	AVERAGE $ OFFERS REGIONAL	NATIONAL	PERCENTILES' 90TH	50TH	10TH
CIVIL	3	6	$38567	$34617	*	*	*	21	64	$36876	$34902	$40000	$38000	$32500
COMPUTER	+	+	+	+				1	2	39600	37400	*	*	*
ELECTRICAL/ELECTRONIC	1	25	42100	38059	*	*	*	18	100	37610	38353	*	*	*
INDUSTRIAL	1	7	31200	35639	*	*	*	1	20	31200	36193	*	*	*
MECHANICAL	7	39	39798	38484	*	*	*	19	105	38749	38121	*	*	*
METALLURGICAL	+	1	+	36000				+	17	+	37896			
MINING & MINERAL	+	1	+	34000				+	14	+	35007			
NUCLEAR	+	+	+	+				+	2	+	37800			
PETROLEUM	2	3	35700	39567	*	*	*	6	23	43150	43687	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	2	3	21091	21962	*	*	*	2	3	21091	21962	*	*	*
HEALTH SCIENCES	+	10	+	26000				1	13	20000	26231	*	*	*
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	2	2	27750	27750	*	*	*	2	6	27750	26116	*	*	*
ARCHITECTURAL & ENVIRONME	+	1	+	28080				+	1	+	28080			
BIOLOGICAL	+	1	+	18700				+	3	+	22686			
CHEMISTRY	+	5		34680				1	7	22000	32486	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	19	34200	39726	*	*	*	8	70	36138	37334	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	9	10	35847	36222	*	*	*	10	25	36062	36393	*	*	*
MATHEMATICS (INCL ACTUARI	2	4	24400	29950	*	*	*	3	10	27067	28620	*	*	*
PHYSICS	+	+	+	+				1	3	31300	27219	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	77	435						251	1241					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	32	+	$47233				1	98	$30000	$45306	*	*	*
MBA--TECH	+	17	+	49794				+	31	+	48710			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	1	73	$38000	50025	*	*	*	4	133	45500	48700	*	*	*
MBA--TECH	+	31	+	52978				3	60	52333	54414	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	3	35	56667	47809	*	*	*	4	100	54750	47425	*	*	*
MBA--TECH	+	24	+	55808				1	54	51300	51693	*	*	*
TOTALS	4	212						13	476					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 3/8/91 THROUGH 4/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	4	+	$54750				+	9	+	$54456			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	5	+	37214			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	1	+	30000			
FOREIGN LANGUAGES	+	+	+	+				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	5	+	50540			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				1	3	$54080	46027	*	*	*
CHEMICAL	3	9	$52700	53204	*	*	*	7	16	51366	52235	*	*	*
CIVIL	+	3	+	40332				+	6	+	41499			
COMPUTER	+	+	+	+				+	2	+	52250			
ELECTRICAL/ELECTRONIC	1	2	57000	58500	*	*	*	4	10	57300	56220	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	1	1	53760	53760	*	*	*	1	4	53760	46041	*	*	*
METALLURGICAL	+	2	+	48600				+	10	+	46464			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	1	+	36000			
BIOLOGICAL	+	3	+	30333				+	4	+	31138			
CHEMISTRY	+	34	+	49370				1	49	46200	48533	*	*	*
GEOLOGICAL (INCL GEOPHYS)	1	3	36540	52847	*	*	*	1	9	36540	52871	*	*	*
MATHEMATICS	+	+	+	+				+	6	+	38483			
PHYSICS	+	+	+	+				+	2	+	40000			
POLYMER	+	1	+	52200				+	2	+	52800			
TOTALS	6	62						15	148					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS APRIL 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	26871 186 35000/24000			22400 5			23400 3	26283 6	
BUSINESS ADMIN (INCL MGMT				31000 1		45000 1	20000 1	27500 1	
ECONOM & FINANCE (BANKING	27374 7			25436 8	28000 1	24750 2	22250 2	28625 8	
MANAGEMENT INFO SYSTEMS	30333 3			27500 1		27500 2	29300 5	30333 9	
MARKETING/MARK MGMT (RESR							20000 2	24333 3	
COMMUNICATIONS	18000 1								
JOURNALISM						15600 1	18000 1		
LETTERS (incl English, Li				17500 1			28200 1		
HISTORY								18000 1	
PSYCHOLOGY								26900 1	
AEROSPACE & AERONAUTICAL									29000 1
ARCHITECTURAL								29920 7	29700 1
CHEMICAL								35246 8	31062 3
CIVIL								29856 9	
COMPUTER							30985 4		
ELECTRICAL/ELECTRONIC						31500 1	31380 1	31505 16	30000 1
MECHANICAL								33664 11	35373 6
COMPUTER SCIENCE	28000 3				32000 1	31667 3	32076 5	28000 1	
INFORMATION SCIENCES & SY	30250 2						28000 3	30000 5	
ARCHITECTURAL & ENVIRONME	26500 1							28600 1	
BIOLOGICAL									19600 1
GEOLOGY & GEOLOGICAL SCI									43200 1
MATHEMATICS							27400 2		

AVERAGE SALARY OFFERS APRIL 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING						25750 2			
BUSINESS ADMIN (INCL MGMT		21600 5	20333 3	23078 4		17987 11			
ECONOM & FINANCE (BANKING	25256 9	21000 1		22333 3		23817 6		26700 1	
HOTEL/RESTAURANT MGMT.			18000 1						
HUMAN RSRCS (incl LABOR R				22500 1					
MANAGEMENT INFO SYSTEMS		25000 2		19850 2		25750 3			
MARKETING/MARK MGMT (RESR	17500 1	22500 2		23163 6		21509 32 28500/15600	42000 1		18000 1
ADVERTISING						24700 1			
COMMUNICATIONS		22000 2	18500 1			16550 4	21000 1		
JOURNALISM						21267 3			
TEXTILES & CLOTHING						19250 2			
MERCHANDISING MANAGEMENT						17000 1			
HUMANITIES - OTHER						20600 1			
CRIMINAL JUSTICE								24352 2	
HISTORY						24000 1			
PSYCHOLOGY				22500 1					
AGRICULTURAL						30375 4			
BIOENGINEERING & BIOMEDIC						28500 1			
COMPUTER						30000 1			
ANIMAL SCIENCES						22500 1			
COMPUTER SCIENCE						26400 2			
CHEMISTRY				31500 1					
PHYSICS		22000 1							

AVERAGE SALARY OFFERS APRIL 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING				27000 1	16500 1	19775 4		22750 2	
BUSINESS ADMIN (INCL MGMT			17433 3		25250 2	20893 5		21500 2	
MANAGEMENT INFO SYSTEMS			24720 5	29600 1		17653 2			25000 1
MARKETING/MARK MGMT (RESR			20000 1	23500 1		22767 3			20000 1
COMMUNICATIONS				25000 2					
ELEMENTARY EDUCATION					19180 33 23500/17000	21000 1			
PHYSICAL EDUCATION					21173 4				
SPECIAL EDUCATION					21425 4				
LETTERS (incl English, Li			24000 1			20200 1	18200 1		
HUMANITIES - OTHER					14000 1	22000 1			
HISTORY						16000 1			
POLITICAL SCIENCE/GOVT						20200 1			
PSYCHOLOGY								16559 3	
AEROSPACE & AERONAUTICAL			33000 1			24617 6			
ARCHITECTURAL							25200 2		
CHEMICAL		38280 1		28836 1	36200 1	31012 4	29418 2		
CIVIL			43420 2	33600 1		26501 3	27150 16		
COMPUTER			36000 1	30150 1					
ELECTRICAL/ELECTRONIC				32816 9		28192 3	30300 2		
INDUSTRIAL				29100 2		22782 2			
MECHANICAL				31354 7		22873 6	28750 1		
COMPUTER SCIENCE		33500 1	34800 1	29753 2		21823 5	23000 1		27600 1
INFORMATION SCIENCES & SY			25000 1						

AVERAGE SALARY OFFERS APRIL 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ALLIED HEALTH					18300 1			27045 8	41600 1
BIOLOGICAL							18100 1		20000 1
GEOLOGY & GEOLOGICAL SCI						21600 1			
MATHEMATICS					17500 1				
PHYSICS						25098 2			
OTHER PHYSICAL & EARTH SC					19747 1				

AVERAGE SALARY OFFERS APRIL 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING				24000 1	28668 1		26500 1	25000 1	22500 2
BUSINESS ADMIN (INCL MGMT							17000 1		
ECONOM & FINANCE (BANKING								18500 1	
HUMAN RSRCS (incl LABOR R							17000 1		
MANAGEMENT INFO SYSTEMS					26000 1			29000 1	
MARKETING/MARK MGMT (RESR							14400 1		
HUMAN ECOLOGY (HOME ECONO			17000 1						
AEROSPACE & AERONAUTICAL					31422 4				
ARCHITECTURAL								30525 8	
CHEMICAL								40200 2	37475 93 43000/34800
CIVIL								29000 3	33050 4
ELECTRICAL/ELECTRONIC				30000 1	32111 5		34890 2	32333 3	36329 7
INDUSTRIAL					27700 1			31000 1	
MECHANICAL					29931 13		34667 3	32480 4	36729 41 39000/35400
PETROLEUM									41000 2
AGRIBUSINESS						27000 1			
COMPUTER SCIENCE					31050 2				28800 1
ARCHITECTURAL & ENVIRONME								26400 1	
CHEMISTRY									33540 1

AVERAGE SALARY OFFERS APRIL 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	26000 1	26500 2			20000 1				27005 34 30600/25000
BUSINESS ADMIN (INCL MGMT			31000 1						26650 4
ECONOM & FINANCE (BANKING	29250 2		24000 2	29750 4					27837 18
HUMAN RSRCS (incl LABOR R				24500 1					
MANAGEMENT INFO SYSTEMS	28250 2	29250 2							29347 26 33900/27600
MARKETING/MARK MGMT (RESR	21980 5	27000 1	23057 7	27100 5				22500 2	29366 4
COMMUNICATIONS									29600 1
AEROSPACE & AERONAUTICAL	31500 1	30500 1							32413 3
AGRICULTURAL			30000 1						
ARCHITECTURAL									35445 8
CHEMICAL	35269 4	38000 1	37950 2	34600 1			35520 1	38900 2	37047 120 55000/28200
CIVIL									34237 28 42200/28224
COMPUTER	24000 1								33600 1
ELECTRICAL/ELECTRONIC	33690 41 42000/31500	33553 49 38400/30840	36533 3					37400 1	36187 26 42200/32460
INDUSTRIAL		31800 1					30600 1		33600 2
MECHANICAL	33375 4	33584 11	36929 7	33480 2				35000 3	36142 118 54800/31800
NUCLEAR	32700 1								
PETROLEUM									37628 75 55000/31200
ENGINEERING TECHNOLOGY		30000 1							31200 1
COMPUTER SCIENCE	30045 4	32298 6							32461 25 38500/29000
INFORMATION SCIENCES & SY	31200 1							30000 1	30174 7
ARCHITECTURAL & ENVIRONME									28800 1
BIOLOGICAL			20400 1						

AVERAGE SALARY OFFERS APRIL 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
CHEMISTRY				34000 1					
GEOLOGY & GEOLOGICAL SCI									35700 2
MATHEMATICS	23000 1								29800 2
PHYSICS									32000 1

AVERAGE SALARY OFFERS APRIL 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 70[illegible] # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BUSINESS ADMIN (INCL MGMT							24000 1
ECONOM & FINANCE (BANKING	12000 1					28000 1	30000 2
MARKETING/MARK MGMT (RESR	31100 2				19300 2	21642 2	23400 3
FOREIGN LANGUAGES							24000 1
LETTERS (incl English, Li						27600 1	
AEROSPACE & AERONAUTICAL						36000 1	
AGRICULTURAL							32500 1
CHEMICAL						36867 6	36467 3
CIVIL							28200 3
ELECTRICAL/ELECTRONIC						32850 2	34100 4
MECHANICAL			29813 3		24000 1	32598 7	
ENGINEERING TECHNOLOGY							29000 1
COMPUTER SCIENCE	31000 1					28250 2	27600 1
INFORMATION SCIENCES & SY							27000 3
BIOLOGICAL							34008 1

AVERAGE SALARY OFFERS APRIL 1991 SWPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	26896 197 35000/24000			24468 16	28000 1	27517 6	24493 15	27762 29 40000/24000	
BACHELOR - TECHNICAL	28500 6				32000 1	31625 4	30300 15	31743 58 48000/28000	32638 14

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	24480 10	22333 12	19500 5	22529 17		21084 67 28500/15000	31500 2	25135 3	18000 1
BACHELOR - TECHNICAL		22000 1		31500 1		28367 9			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL			21990 10	26020 5	19652 45 29000/16800	20346 19	18200 1	19739 7	22500 2
BACHELOR - TECHNICAL		35890 2	35940 6	31526 23 36700/28850	22937 4	24986 32 36500/20563	26964 25 35040/24912	27045 8	29733 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL			17000 1	24000 1	27334 2		18725 4	24167 3	22500 2
BACHELOR - TECHNICAL				30000 1	30606 25 35048/28500	27000 1	34756 5	31633 22 40800/27200	37060 149 43000/33540

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	25090 10	27700 5	24040 10	27900 10	20000 1			22500 2	27999 87 33900/25000
BACHELOR - TECHNICAL	33076 58 42000/31200	33395 70 38400/30500	35314 14	33890 4			33060 2	35743 7	36093 420 55000/30000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	24733 3				19300 2	24721 4	
BACHELOR - TECHNICAL	31000 1		29813 3		24000 1	33755 18	

AVERAGE SALARY OFFERS APRIL 1991 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	29500 2	49000 1			21750 2	34000 1	31227 4	35000 2	
MBA--TECH								38000 1	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	40000 1								
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH					16000 1	20200 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									29150 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH				39900 1					37440 5
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							23113 2
MBA--TECH							

AVERAGE SALARY OFFERS APRIL 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	26966 182 35000/24000	25379 63 30600/22500	17500 2						
BUSINESS ADMIN (INCL MGMT			31000 1						
ECONOM & FINANCE (BANKING	26928 3	27374 10		25582 6	28000 1			25992 1	28292 13
MANAGEMENT INFO SYSTEMS	32000 1								
MARKETING/MARK MGMT (RESR									18000 1
COMMUNICATIONS	18000 1								
ELECTRICAL/ELECTRONIC	23096 1								
INDUSTRIAL									31800 1
PETROLEUM									22500 1
COMPUTER SCIENCE	28000 1							32000 1	
INFORMATION SCIENCES & SY		25020 1							
ARCHITECTURAL & ENVIRONME	26500 1								

AVERAGE SALARY OFFERS APRIL 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADM!N (INCL MGMT		22000 2	24157 2						
ECONOM & FINANCE (BANKING	26250 2	22333 3							
HUMAN RSRCS (incl LABOR R		22500 1							
MANAGEMENT INFO SYSTEMS		13200 1							
MARKETING/MARK MGMT (RESR		24773 3	23330 2						
JOURNALISM						15600 1			
LETTERS (incl English, Li									27600 1
CHEMISTRY			31500 1						

AVERAGE SALARY OFFERS APRIL 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BUSINESS ADMIN (INCL MGMT		24000 1		23333 3			18500 2		
ECONOM & FINANCE (BANKING			28200 1		29982 2		23857 7		27300 1
HUMAN RSRCS (incl LABOR R			24500 1						
MARKETING/MARK MGMT (RESR	20000 1	32000 1	22820 5	25988 3	21300 2	24600 2	22946 41 42000/18000		
ADVERTISING							24700 1		
COMMUNICATIONS							18117 6		
JOURNALISM							18000 1		
TEXTILES & CLOTHING			18000 1						
FOREIGN LANGUAGES							24000 1		
LETTERS (incl English, Li	24000 1						17500 1		
HISTORY							24000 1		
PSYCHOLOGY							22500 1		
AEROSPACE & AERONAUTICAL							30500 1		
CHEMICAL							37028 3		
COMPUTER							30000 1		
ELECTRICAL/ELECTRONIC							35340 1		
MECHANICAL				31800 2					
ANIMAL SCIENCES							22500 1		
COMPUTER SCIENCE				21500 1			32460 1		
BIOLOGICAL							34008 1		
CHEMISTRY							34000 1		

AVERAGE SALARY OFFERS APRIL 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
LETTERS (incl English, Li	18200 1								
HUMANITIES - OTHER			22000 1						
CRIMINAL JUSTICE		24352 2							
HISTORY			16000 1						
AEROSPACE & AERONAUTICAL							31320 6		
AGRICULTURAL							32500 1		29500 1
ARCHITECTURAL							31748 21 38000/25440	29800 2	
CHEMICAL							33997 5	33760 10	36247 11
CIVIL							29984 44 42200/25286	33900 12	34800 1
ELECTRICAL/ELECTRONIC							33399 19		35809 9
INDUSTRIAL									24421 3
MECHANICAL							33478 43 54800/30000	29000 2	35005 38 39500/29500
PETROLEUM							34592 2		37300 6
ENGINEERING TECHNOLOGY							30000 1		29000 1
COMPUTER SCIENCE							35000 1		
BIOLOGICAL								19600 1	
GEOLOGY & GEOLOGICAL SCI			21600 1						

AVERAGE SALARY OFFERS APRIL 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	29400 1								
MANAGEMENT INFO SYSTEMS	28200 2								
AEROSPACE & AERONAUTICAL		21201 1	31500 1			28207 3		28944 2	29250 4
AGRICULTURAL									30500 4
ARCHITECTURAL						30333 3			
CHEMICAL	37500 2				36940 4		38033 188 55000/35100	29931 21 39600/25560	35189 11
CIVIL	34400 1				33500 1			29819 4	36234 6
COMPUTER	30133 3		33540 1						
ELECTRICAL/ELECTRONIC	33685 31 38400/32000	36762 12	32416 19	33124 22 35600/30600	34080 10	36100 3	34803 7	34544 17	32613 24 37200/31200
INDUSTRIAL								31433 3	30900 3
MECHANICAL	35500 1	27001 2	33500 1	38400 1	34532 13	33063 8	36421 41 39600/35000	36922 57 54000/32400	32885 38 41040/25440
NUCLEAR									32700 1
PETROLEUM					40000 1	30000 1	40947 28 55000/35100	36571 21 45000/32000	36455 16
ENGINEERING TECHNOLOGY									31200 1
COMPUTER SCIENCE	32450 4	32100 1	30928 4						
ARCHITECTURAL & ENVIRONME									27933 3
GEOLOGY & GEOLOGICAL SCI					41400 1				30000 1
PHYSICS								30000 1	26098 2

AVERAGE SALARY OFFERS APRIL 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING	30000 1								
BUSINESS ADMIN (INCL MGMT	25000 1								
PSYCHOLOGY									15498 2
BIOENGINEERING & BIOMEDIC									28500 1
ALLIED HEALTH			26329 7					36828 2	

AVERAGE SALARY OFFERS APRIL 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					28200 1		28200 1		
BUSINESS ADMIN (INCL MGMT				20633 3	24000 1		25000 1		
ECONOM & FINANCE (BANKING							28933 3		
MANAGEMENT INFO SYSTEMS					27533 24 31500/24000	30243 7	27796 26 33000/24000		
MARKETING/MARK MGMT (RESR							20000 1		
COMMUNICATIONS							29600 1		
HUMAN ECOLOGY (HOME ECONO		17000 1							
LETTERS (incl English, Li					28200 1				
PSYCHOLOGY		18680 1							
COMPUTER					31200 3		30150 1		
MECHANICAL					23040 1				
AGRIBUSINESS									27000 1
COMPUTER SCIENCE					29976 20 35400/25200	32054 7	32422 19		
INFORMATION SCIENCES & SY					29492 13	31000 1			
BIOLOGICAL									18100 1
MATHEMATICS					25900 2		28533 3		

AVERAGE SALARY OFFERS APRIL 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART B - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		24000 1		23900 3					
BUSINESS ADMIN (INCL MGMT		27500 1	19100 2	21030 24 45000/12000					21500 1
ECONOM & FINANCE (BANKING		27889 9		23906 16			24000 1		
HOTEL/RESTAURANT MGMT.				18000 1					
HUMAN RSRCS (incl LABOR R			17000 1						
MANAGEMENT INFO SYSTEMS		30017 6		29600 1					
MARKETING/MARK MGMT (RESR		26500 2		22120 24 29100/18000					
COMMUNICATIONS			21000 1	23333 3					
JOURNALISM				21267 3					
ELEMENTARY EDUCATION									19233 34 23500/17000
PHYSICAL EDUCATION									21173 4
SPECIAL EDUCATION									21425 4
TEXTILES & CLOTHING				20500 1					
MERCHANDISING MANAGEMENT				17000 1					
LETTERS (incl English, Li									20200 1
HUMANITIES - OTHER				20600 1					14000 1
HISTORY		18000 1							
POLITICAL SCIENCE/GOVT				20200 1					
PSYCHOLOGY				26900 1					
ELECTRICAL/ELECTRONIC		28250 2							
PETROLEUM				20856 1					
COMPUTER SCIENCE		30000 1	21000 3	27835 3	20195 1				
INFORMATION SCIENCES & SY		29188 8							

AVERAGE SALARY OFFERS APRIL 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ALLIED HEALTH									18300 1
BIOLOGICAL				20400 1				20000 1	
CHEMISTRY				33540 1					
GEOLOGY & GEOLOGICAL SCI									43200 1
MATHEMATICS									17500 1
PHYSICS				22000 1					
OTHER PHYSICAL & EARTH SC									19747 1

AVERAGE SALARY OFFERS APRIL 1991 SWPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26944 187 35000/24000	25652 73 31000/22500	22000 3	25582 6	28000 1			25992 1	27557 14
BACHELOR - TECHNICAL	25865 3	25020 1						32000 1	27150 2

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	26250 2	22102 10	23743 4			15600 1			27600 1
BACHELOR - TECHNICAL			31500 1						

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	22000 2	28000 2	23100 8	24661 6	25641 4	24600 2	22326 62 42000/17500		27300 1
BACHELOR - TECHNICAL				28367 3			32989 10		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	18200 1	24352 2	19000 2						
BACHELOR - TECHNICAL			21600 1				32061 143 54800/25440	32652 27 43000/28200	34879 70 42500/29400

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	28600 3								
BACHELOR - TECHNICAL	33556 42 40000/31500	34278 16	32237 26 37000/30000	33353 23 38400/30600	35079 30 42000/30000	32134 18	38006 264 55000/35000	34840 126 54000/27600	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	27500 2								
BACHELOR - TECHNICAL			26329 7					36828 2	

AVERAGE SALARY OFFERS APRIL 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL		17840 2		20633 3	27452 27 31500/24000	30243 7	27645 33 33000/24000		
BACHELOR - TECHNICAL					29522 39 36000/24000	31923 8	31816 23 38500/29000		22550 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		27680 20 40000/24000	19050 4	22205 80 45000/17500			24000 1		19556 45 27500/17000
BACHELOR - TECHNICAL		29091 11	21000 3	25757 7	20195 1			20000 1	24687 4

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 4 May 1991

SOUTHWESTERN REGION (SWPA)

Arkansas College
University of Arkansas - Fayetteville
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston - Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
UT - Pan American
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler

The career planning & placement offices that participate in the *Salary Survey* are divided into seven geographic regions. The participants listed comprise the **Southwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (April 5, 1991, through May 6, 1991) and cumulatively (September 1, 1990, and may 6, 1991).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/5/91 THROUGH 5/6/91

CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	52	273	$26580	$26609	$29400	$26875	$22100	313	2304	$26443	$26667	$29700	$27000	$23100
BUSINESS ADMIN (INCL MGMT	10	94	21949	23730	*	*	*	59	653	22017	23520	29000	21000	17000
DISTRIBUTION MANAGEMENT	+	5	+	26340				+	14	+	26900			
ECONOM & FINANCE (BANKING	32	179	25499	27327	28000	26750	21660	118	880	26168	25814	30000	27000	21000
HOTEL/RESTAURANT MGMT.	10	10	21340	21340	*	*	*	11	49	21036	21165	*	*	*
HUMAN RSRCS (incl LABOR R	+	4	+	24650				3	72	21333	24612	*	*	*
MANAGEMENT INFO SYSTEMS	9	27	30911	28819	*	*	*	99	248	29026	28407	33000	29016	24000
MARKETING/MARK MGMT (RESR	31	151	26323	24641	30500	28000	21000	134	793	23913	23825	28500	23750	18000
REAL ESTATE	+	1	+	24000				+	6	+	20887			
COMMUNICATIONS														
ADVERTISING	+	3	+	18500				1	46	24700	20938	*	*	*
COMMUNICATIONS	+	12	+	19399				12	139	20608	21750	*	*	*
JOURNALISM	1	7	28500	21989	*	*	*	10	81	20654	19955	*	*	*
TELECOMMUN/BROADCASTING	+	17	+	24658				+	39	+	23784			
EDUCATION														
ELEMENTARY EDUCATION	6	19	19568	21121	*	*	*	40	227	19284	20080	21000	20000	17000
PRE-ELEMENTARY EDUCATION	+	+	+	+				+	27	+	16647			
PHYSICAL EDUCATION	1	4	20700	19900	*	*	*	5	25	21078	19245	*	*	*
SPECIAL EDUCATION	+	1	+	18807				4	42	21425	22847	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	2	4	20600	24550	*	*	*	3	16	19400	20681	*	*	*
TEXTILES & CLOTHING	+	12	+	21000				2	52	19250	21721	*	*	*
MERCHANDISING MANAGEMENT	+	7	+	19343				1	31	17000	20926	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	22100				1	19	24000	21401	*	*	*
LETTERS (incl English, Li	+	10	+	22377				6	77	22617	21725	*	*	*
VISUAL & PERFORMING ARTS	+	6	+	20417				+	51	+	19979			
HUMANITIES - OTHER	1	9	20900	22433	*	*	*	4	50	19375	22832	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	1	1	20000	20000	*	*	*	3	41	22901	20966	*	*	*
HISTORY	+	6	+	23167				3	37	19333	22506	*	*	*
POLITICAL SCIENCE/GOVT	2	11	24500	22850	*	*	*	4	94	22550	22294	*	*	*
PSYCHOLOGY	+	16	+	22881				5	107	19815	19863	*	*	*
SOCIOLOGY	+	4	+	20336				+	46	+	19830			
SOCIAL SCIENCES-OTHER	1	22	19000	24949	*	*	*	1	82	19000	20939	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	6	17	29247	30268	*	*	*	25	105	29724	30256	36120	30888	22992
AGRICULTURAL	4	14	32650	30224	*	*	*	10	35	31460	30669	*	*	*
ARCHITECTURAL	7	7	32179	32179	*	*	*	33	44	31592	30659	36000	31800	25440
BIOENGINEERING & BIOMEDIC	+	+	+	+				1	6	28500	27917	*	*	*
CHEMICAL	38	164	38538	37898	40700	38400	36000	304	1100	37181	37384	40700	38020	32400
CIVIL	16	131	30473	28864	*	*	*	85	637	31212	29545	36800	31700	25296
COMPUTER	+	44	+	31589				9	144	30854	31891	*	*	*
ELECTRICAL/ELECTRONIC	53	230	33062	33477	38000	33000	29000	232	1232	33528	33113	37500	33600	30000

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENVIRONMENTAL ENGINEERING	+	2	+	$29250				+	4	+	$29475			
INDUSTRIAL	4	60	$33501	32960	*	*	*	15	261	$30404	32289	*	*	*
MECHANICAL	53	292	35090	34347	$38400	$36000	$31200	312	1466	34865	34069	$38500	$35950	$30000
METALLURGICAL	+	39	+	33664				+	124	+	33557			
MINING (INCL GEOLOGICAL)	+	3	+	32000				+	39	+	31184			
NUCLEAR	+	2	+	30417				1	15	32700	32332	*	*	*
PETROLEUM	3	28	34000	40166	*	*	*	80	164	37577	38686	42500	38400	31200
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	4	26	30650	29405	*	*	*	7	144	30400	28678	*	*	*
INDUSTRIAL TECHNOLOGY	2	6	30500	30000	*	*	*	2	18	30500	27361	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	8	+	24750				1	60	27000	22712	*	*	*
ANIMAL SCIENCES	+	4	+	23000				1	27	22500	21746	*	*	*
PLANT SCIENCES	+	6	+	19702				+	14	+	20221			
NATURAL RESOURCES	+	1	+	16300				+	11	+	20005			
OTHER AGRICULTURAL SCIENC	+	4	+	19750				+	27	+	24597			
COMPUTER SCIENCE														
COMPUTER SCIENCE	10	72	33422	32088	*	*	*	78	585	30839	30469	35000	32000	24000
COMPUTER PROGRAMMING	1	2	20000	19375	*	*	*	1	21	20000	28173	*	*	*
INFORMATION SCIENCES & SY	1	15	28500	28829	*	*	*	24	142	29226	29000	31500	30000	27000
SYSTEMS ANALYSIS	+	2	+	31000				+	6	+	25427			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				10	72	27626	28058	*	*	*
HEALTH SCIENCES	+	5	+	17700				+	32	+	20564			
NURSING	+	10	+	26500				+	89	+	28349			
PHARMACY	+	1	+	44200				+	31	+	39040			
SCIENCES														
ACTUARIAL	+	1	+	31740				+	9	+	29269			
ARCHITECTURAL & ENVIRONME	+	+	+	+				4	16	27575	26463	*	*	*
BIOLOGICAL	2	11	19206	22210	*	*	*	7	51	21503	21267	*	*	*
CHEMISTRY	+	4	+	28355				3	64	33013	27625	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	3	+	26233				4	25	34050	28250	*	*	*
MATHEMATICS	1	28	20800	29868	*	*	*	7	113	25100	27503	*	*	*
PHYSICS	+	1	+	27400				4	15	26049	29059	*	*	*
OTHER PHYSICAL & EARTH SC	+	1	+	28000				1	5	19747	22109	*	*	*
POLYMER SCIENCE	+	2	+	35250				+	2	+	35250			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	364	2162						2103	13323					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 4/5/91 THROUGH 5/6/91

CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	27	184	$26174	$27139	$28500	$26496	$22100	220	1735	$26832	$27222	$31000	$27000	$23500
ACCOUNTING (PRIVATE)	25	79	26798	25617	27600	27000	26000	105	591	26060	25068	29000	27000	24000
COMMERCIAL BANKING (CNSMR	1	17	24000	23665	*	*	*	4	70	22500	22376	*	*	*
COMMERCIAL BANKING (LENDG	2	27	23580	23876	*	*	*	8	88	25082	24086	*	*	*
INVESTMT BANKING (CORP FN	2	3	27500	26333	*	*	*	3	27	27667	28093	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				+	2	+	28500			
INVESTMT BANKG (REAL EST)	+	+	+	+				+	4	+	18875			
INVESTMT BANKG (SALES & T	1	2	30000	32000	*	*	*	4	19	28248	23268	*	*	*
FINANCIAL/TREASURY ANALYS	17	64	28065	29466	*	*	*	35	293	27627	27173	31800	27500	24000
PORTFOLIO MGMT/BROKERAGE	+	4	+	33250				2	29	26250	23416	*	*	*
UNDERWRITING	1	21	24000	25648	*	*	*	11	110	22275	24295	*	*	*
INSURANCE - CLAIMS	1	12	24000	23658	*	*	*	7	80	24942	22813	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	7	+	21500				+	26	+	20086			
MEDIA PLANNING	+	2	+	15250				1	12	16640	20287	*	*	*
REPORTING	+	+	+	+				1	16	15600	16355	*	*	*
PRODUCTION	+	4	+	26140				+	44	+	24874			
PUBLIC RELATIONS	+	2	+	19720				1	44	18000	20000	*	*	*
WRITING / EDITING	1	5	28500	22700	*	*	*	2	28	28050	20589	*	*	*
MARKETING														
ADVERTISING	+	6	+	19067				2	31	22000	20474	*	*	*
BRAND/PRODUCT MANAGEMENT	2	13	26050	24645	*	*	*	5	109	26420	24319	*	*	*
BUYER/MERCHANDISING	2	55	20600	23580	*	*	*	11	196	23136	23447	*	*	*
DISTRIBUTION	+	2	+	25500				9	39	25896	26459	*	*	*
MARKET RESEARCH	3	6	25133	27483	*	*	*	9	60	25552	25273	*	*	*
PURCHASING	2	4	28250	28500	*	*	*	4	27	26425	27570	*	*	*
SALES	20	144	26090	25757	34800	28000	17000	96	796	24288	25314	34000	23750	17000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	5	+	20600				+	26	+	20328			
FINANC,TAXA, MONETARY POL	2	17	18998	23123	*	*	*	3	66	21765	22909	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				1	10	18200	21659	*	*	*
LAW ENFORCEMENT	1	2	20000	18530	*	*	*	4	37	22176	23362	*	*	*
MILITARY	+	2	+	24917				3	46	19867	23646	*	*	*
NATIONAL SECURITY	+	1	+	20000				+	8	+	20200			
URBAN / REGIONAL PLANNING	+	+	+	+				+	10	+	19183			
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	6	+	26333			
DESIGN / CONSTRUCT	23	94	32521	30318	37500	33600	27000	167	677	32113	30702	37300	33000	25400
ENVIRONMENTAL/SANITATION	2	16	27986	29419	*	*	*	29	120	32330	30840	39000	32500	25296
MANUFACTURING/INDUSTRIAL	19	137	35191	34314	*	*	*	90	789	34886	33890	38400	36000	29500
SYSTEMS / PROGRAMMING	9	34	34292	31754	*	*	*	55	182	33559	32263	36700	34000	29105
POWER SYSTEMS	2	27	33000	32981	*	*	*	18	164	34136	33185	*	*	*
SOFTWARE DESIGN & DEVELOP	1	17	30000	32858	*	*	*	27	139	32154	32396	34800	32800	30000
HARDWARE DESIGN & DEVELOP	4	33	36375	34675	*	*	*	27	155	33801	33517	35600	34000	30600

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	5	32	$38088	$34964	*	*	*	36	252	$35489	$34165	$39120	$35520	$31000
TESTING	3	11	32806	32438	*	*	*	21	115	32230	30665	36000	33000	29519
PROCESS ENGINEERING	37	154	38083	37939	$40700	$38000	$34680	310	893	38052	37654	40800	38040	34800
PROJECT ENGINEERING	32	268	34243	33817	38500	33502	31800	160	851	34711	34178	39300	35550	28124
OTHER ENGINEERING	55	195	32059	31991	38000	32032	26500	180	1074	32981	32645	38600	33000	26500
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	2	+	21000				2	22	27500	24025	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	3	+	23444			
MEDICAL TECHNOLOGY	+	1	+	12000				7	32	26329	23649	*	*	*
NURSES / PERSONAL CARE	+	10	+	26500				+	85	+	27884			
OCCUPATIONAL THERAPY	+	+	+	+				+	21	+	29647			
PHARMACIST	+	1	+	44200				+	32	+	38650			
PHYSICAL THERAPY	+	+	+	+				+	11	+	26516			
RESPIRATORY THERAPY	+	+	+	+				2	4	36828	33914	*	*	*
OTHER HEALTH RELATED	+	6	+	19250				3	63	19832	23580	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	2	+	25250				+	21	+	20649			
COUNSELING	+	2	+	19500				2	47	17840	16977	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	2	+	20620			
SOCIAL WORK	1	6	19000	16937	*	*	*	4	41	20225	17369	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	6	64	30883	29905	*	*	*	84	454	29111	28886	33600	29200	24000
INFORMATION SYSTEMS	8	34	30975	30085	*	*	*	25	190	31195	29428	34500	31000	28000
SYSTEMS ANALYSIS & DESIGN	3	28	30133	31708	*	*	*	64	267	29584	30056	33500	29500	25000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	10	+	32524				+	22	+	31580			
AGRICULTURE/NAT'L RESOURC	+	22	+	23314				2	83	22550	21885	*	*	*
ARCHITECTURE	+	+	+	+				+	8	+	26238			
CONSULTING	2	78	28250	29774	*	*	*	34	346	28003	29144	31500	28000	24000
HUMAN RESRCS /INDUS RELS	+	7	+	25771				7	72	19886	23623	*	*	*
MANAGEMENT TRAINEE	31	140	22919	23510	28500	21600	18000	132	898	22751	22804	28500	21250	18000
MATH/STATISTICIANS	+	3	+	22584				1	24	20195	23554	*	*	*
PARALEGAL	+	2	+	18750				+	10	+	20450			
RESEARCHERS NON-TECHNICAL	+	+	+	+				1	8	24000	23077	*	*	*
RESEARCHERS - TECHNICAL	+	4	+	33758				2	34	27400	28981	*	*	*
TEACHING	11	32	19838	20732	*	*	*	60	427	19950	20549	22900	20000	17000
TOTALS	364	2162						2103	13323					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	11	23	$36773	$32298	*	*	*	110	184	$32264	$31324	$39000	$31500	$27000
MBA--NON-TECH	7	33	32207	35675	*	*	*	30	283	31846	35653	41500	32000	20200
MBA--TECH	+	10	+	43850				3	60	32100	39898	*	*	*
MS-BUSINESS	+	9	+	40400				5	25	36760	42514	*	*	*
ECONOMICS & FINANCE (BANK	4	63	41750	43954	*	*	*	5	147	39400	43562	*	*	*
HUMAN RESOURCES (INCL LAB	+	13	+	40231				+	36	+	37981			
MANAGEMENT INFORMATION SY	3	6	40473	38587	*	*	*	10	20	37962	35686	*	*	*
MARKETING/MKTNG MGT (RESE	2	50	37750	43302	*	*	*	3	100	41833	44661	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	+	+	+				+	8	+	29320			
JOURNALISK	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				4	16	22025	23926	*	*	*
ELEMENTARY EDUCATION	+	1	+	19000				5	28	22300	24224	*	*	*
PHYSICAL EDUCATION	+	1	+	16500				3	5	28000	22900	*	*	*
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	1	+	22500				3	10	20133	23757	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				1	2	12300	16650	*	*	*
LETTERS	+	+	+	+				1	4	24000	23500	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				1	3	21000	20408	*	*	*
HUMANITIES - OTHER	+	+	+	+				+	4	+	31251			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	1	+	22145			
PSYCHOLOGY	+	1	+	24000				1	11	24900	23592	*	*	*
SOCIOLOGY	+	+	+	+				1	3	20800	24267	*	*	*
SOCIAL SCIENCES - OTHER	+	+	+	+				1	13	30000	30853	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	3	3	36672	36672	*	*	*	4	11	37504	35921	*	*	*
AGRICULTURAL	+	2	+	28500				+	2	+	28500			
BIOENGINEERING & BIOMEDIC	+	1	+	35500				+	2	+	32750			
CHEMICAL	2	9	40000	40369	*	*	*	7	53	39320	39988	*	*	*

continued

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	8	9	$34554	$34270	*	*	*	30	79	$36646	$34904	$41004	$36000	$32000
COMPUTER	+	5	+	42330				1	7	39600	40921	*	*	*
ELECTRICAL/ELECTRONIC	7	18	39563	39275	*	*	*	27	138	38219	38451	42000	39000	34200
INDUSTRIAL	+	1	+	39000				1	22	31200	36502	*	*	*
MECHANICAL	2	9	37250	39728	*	*	*	22	124	38493	38202	41499	39000	35500
METALLURGICAL	+	2	+	39012				+	19	+	38013			
MINING & MINERAL	+	+	+	+				+	14	+	35007			
NUCLEAR	+	+	+	+				+	2	+	37800			
PETROLEUM	2	4	41300	43400	*	*	*	11	30	42555	43500	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	18000				2	4	21091	20972	*	*	*
HEALTH SCIENCES	+	1	+	26500				1	14	20000	26250	*	*	*
NURSING	+	+	+	+				+	1	+	49000			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				2	7	27750	26671	*	*	*
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	1	+	28080			
BIOLOGICAL	+	+	+	+				+	3	+	22686			
CHEMISTRY	+	+	+	+				1	10	22000	33412	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	10	+	36381				11	101	35282	37419	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	5	+	39540				10	30	36062	36917	*	*	*
MATHEMATICS (INCL ACTUARI	+	2	+	28750				3	13	27067	27977	*	*	*
PHYSICS	+	+	+	+				1	3	31300	27219	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	51	293						321	1660					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/5/91 THROUGH 5/6/91

CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	1	26	$48000	$47922	*	*	*	2	146	$39000	$44582	*	*	*
MBA--TECH	+	14	+	48279				+	51	+	47900			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	2	70	50000	49324	*	*	*	6	219	47000	48390	*	*	*
MBA--TECH	1	43	43000	50033	*	*	*	4	110	50000	51878	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	+	43	+	50948				4	181	54750	48651	*	*	*
MBA--TECH	1	25	60000	55297	*	*	*	2	89	55650	52914	*	*	*
TOTALS	5	221						18	796					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/5/91 THROUGH 5/6/91

CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	1	+	$71500				+	11	+	$56736			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				1	7	$30000	37582	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	35000				+	2	+	32500			
FOREIGN LANGUAGES	+	+	+	+				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	7	+	45957			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				1	3	54080	46027	*	*	*
CHEMICAL	11	12	$53273	52333	*	*	*	18	54	52531	53038	*	*	*
CIVIL	+	+	+	+				+	6	+	41499			
COMPUTER	+	+	+	+				+	2	+	52250			
ELECTRICAL/ELECTRONIC	+	2	+	53750				4	13	57300	55798	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	1	1	56000	56000	*	*	*	2	5	54880	48033	*	*	*
METALLURGICAL	+	3	+	52200				+	15	+	48667			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	2	+	43000			
BIOLOGICAL	+	+	+	+				+	4	+	31138			
CHEMISTRY	+	2	+	50000				1	55	46200	48340	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				2	10	41270	52184	*	*	*
MATHEMATICS	+	+	+	+				+	6	+	38483			
PHYSICS	+	+	+	+				+	2	+	40000			
POLYMER	+	3	+	44133				+	5	+	47600			
TOTALS	12	25						29	213					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MAY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	26840 210 35000/24000			23125 6			23400 3	25829 7	
BUSINESS ADMIN (INCL MGMT				31000 1		45000 1	20000 1	27500 1	
ECONOM & FINANCE (BANKING	26920 11			25559 11	28250 4	24750 2	22250 2	28500 10	
MANAGEMENT INFO SYSTEMS	30313 8			27500 1		27500 2	31417 6	30727 11	
MARKETING/MARK MGMT (RESR				24000 1		21250 2	20000 2	24333 3	
COMMUNICATIONS	18000 1								
JOURNALISM						15600 1	21000 2		
LETTERS (incl English, Li				17500 1			28200 1		
HISTORY								18000 1	
PSYCHOLOGY								26900 1	
AEROSPACE & AERONAUTICAL									25996 2
AGRICULTURAL									31000 1
ARCHITECTURAL								30380 8	29700 1
CHEMICAL						38400 1		35451 11	33047 4
CIVIL								30413 15	
COMPUTER							30985 4		
ELECTRICAL/ELECTRONIC						32500 3	31380 1	32009 21 38000/29105	30000 1
MECHANICAL								33858 12	36491 7
ENGINEERING TECHNOLOGY									30300 1
COMPUTER SCIENCE	28000 3				32000 1	32600 5	32076 5	28000 1	34000 1
INFORMATION SCIENCES & SY	30250 2						28125 4	30000 5	
ARCHITECTURAL & ENVIRONME	26500 1							28600 1	
BIOLOGICAL									19600 1

AVERAGE SALARY OFFERS MAY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
GEOLOGY & GEOLOGICAL SCI									43200 1
MATHEMATICS							27400 2		

AVERAGE SALARY OFFERS MAY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING						25750 2			
BUSINESS ADMIN (INCL MGMT		21600 5	19750 4	23263 5		18829 16			
ECONOM & FINANCE (BANKING	25230 10	19500 2		22020 6		23817 6		26700 1	
HOTEL/RESTAURANT MGMT.		20671 3	20198 7						
HUMAN RSRCS (incl LABOR R				22500 1					
MANAGEMENT INFO SYSTEMS		25000 2		19850 2		27792 6			
MARKETING/MARK MGMT (RESR	23500 2	22667 3	20100 1	24140 7		22821 49 31000/17000	42000 1		18000 1
ADVERTISING						24700 1			
COMMUNICATIONS		22000 2	18500 1			16550 4	21000 1		
JOURNALISM	18000 1					21267 3			
HUMAN ECOLOGY (HOME ECONO						20600 2			
TEXTILES & CLOTHING						19250 2			
MERCHANDISING MANAGEMENT						17000 1			
HUMANITIES - OTHER						20600 1			
CRIMINAL JUSTICE								24352 2	
HISTORY						24000 1			
POLITICAL SCIENCE/GOVT	21000 1								
PSYCHOLOGY				22500 1					
AGRICULTURAL						30375 4			
BIOENGINEERING & BIOMEDIC						28500 1			
COMPUTER						30000 1			
ELECTRICAL/ELECTRONIC						30120 1		26500 1	
ANIMAL SCIENCES						22500 1			

AVERAGE SALARY OFFERS MAY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
COMPUTER SCIENCE						26400 2			
CHEMISTRY				31500 1					
PHYSICS		22000 1			—				

AVERAGE SALARY OFFERS MAY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			18000 1	27000 1	17625 2	19516 6	20700 1	22750 2	18000 1
BUSINESS ADMIN (INCL MGMT			17433 3		27033 3	20893 5		21500 2	
ECONOM & FINANCE (BANKING				24000 2					28000 1
MANAGEMENT INFO SYSTEMS			25086 7	29600 1		17653 2			25000 1
MARKETING/MARK MGMT (RESR			20000 1	23500 1		22767 3			20000 1
COMMUNICATIONS				25000 2					
ELEMENTARY EDUCATION					19240 39 23500/17000	21000 1			
PHYSICAL EDUCATION					21078 5				
SPECIAL EDUCATION					21425 4				
LETTERS (incl English, Li			24000 1			20200 1	18200 1		
HUMANITIES - OTHER					17450 2	22000 1			
CRIMINAL JUSTICE							20000 1		
HISTORY						16000 1			
POLITICAL SCIENCE/GOVT						20200 1			
PSYCHOLOGY								16559 3	
AEROSPACE & AERONAUTICAL			33000 1			24243 7			
ARCHITECTURAL				34800 1			25200 2		
CHEMICAL		38280 1		28836 1	36200 1	31012 4	29418 2		
CIVIL			43420 2	33300 2		26501 3	26763 20 35040/24912		
COMPUTER			36000 1	30150 1					
ELECTRICAL/ELECTRONIC				31296 14		27988 6	30300 2		
INDUSTRIAL			30000 1	29100 2		22782 2			
MECHANICAL				31354 7		22873 6	28750 1		

AVERAGE SALARY OFFERS MAY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
COMPUTER SCIENCE		33500 1	34800 1	29753 2		21823 5	23000 1		27600 1
COMPUTER PROGRAMMING					20000 1				
INFORMATION SCIENCES & SY			25000 1						
ALLIED HEALTH					18300 1			27045 8	41600 1
BIOLOGICAL					19206 2		18100 1		20000 1
GEOLOGY & GEOLOGICAL SCI						21600 1			
MATHEMATICS					19150 2				
PHYSICS						25098 2			
OTHER PHYSICAL & EARTH SC					19747 1				

AVERAGE SALARY OFFERS MAY 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	S	OCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					24000 1	28668 1		26500 1	25000 1	22500 2
BUSINESS ADMIN (INCL MGMT					20000 1			17000 1		
ECONOM & FINANCE (BANKING									18500 1	
HUMAN RSRCS (incl LABOR R								17000 1		
MANAGEMENT INFO SYSTEMS						26000 1			29000 1	
MARKETING/MARK MGMT (RESR	35000 1							14400 1		
JOURNALISM	22000 1									
HUMAN ECOLOGY (HOME ECONO				17000 1						
SOCIAL SCIENCES-OTHER				19000 1						
AEROSPACE & AERONAUTICAL						31422 4				
ARCHITECTURAL									30720 10	
CHEMICAL									40200 2	37517 101 43000/34800
CIVIL									29000 4	33050 4
ELECTRICAL/ELECTRONIC					30000 1	32584 7		34890 2	32439 5	36670 10
INDUSTRIAL						27700 1			31000 1	
MECHANICAL						29901 14		34550 4	32684 5	36682 45 39000/35000
PETROLEUM										41000 2
AGRIBUSINESS							27000 1			
COMPUTER SCIENCE						31050 2				28800 1
ARCHITECTURAL & ENVIRONME									26400 1	
CHEMISTRY										33540 1

AVERAGE SALARY OFFERS MAY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th. 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	31000 3	26500 2			20000 1				27100 58 30600/26000
BUSINESS ADMIN (INCL MGMT			31500 2						26650 4
ECONOM & FINANCE (BANKING	26000 4	25000 1	24000 2	29750 4					27962 30 31964/26500
HUMAN RSRCS (incl LABOR R				24500 1					
MANAGEMENT INFO SYSTEMS	28500 3	29325 4	32500 1						30221 39 36100/27600
MARKETING/MARK MGMT (RESR	24190 10	27000 1	24785 13	27100 5				22500 2	27218 9
COMMUNICATIONS									29600 1
JOURNALISM		28500 1							
AEROSPACE & AERONAUTICAL	31500 1	30500 1							32930 5
AGRICULTURAL			30000 1						
ARCHITECTURAL									34310 11
CHEMICAL	35292 5	38300 4	37950 2	36500 2	36600 1		35520 1	38075 4	37523 146 55100/30000
CIVIL				26500 1					34494 31 42200/30000
COMPUTER	24000 1								33600 1
ELECTRICAL/ELECTRONIC	33779 48 42000/31500	33631 61 39528/31000	36533 3					37400 1	36129 33 42200/32000
INDUSTRIAL		31800 1					30600 1		33733 3
MECHANICAL	33375 4	33430 18	36875 8	33480 2				35750 4	36040 150 54800/31800
NUCLEAR	32700 1								
PETROLEUM									37489 78 55000/31200
ENGINEERING TECHNOLOGY		30000 1							30875 4
INDUSTRIAL TECHNOLOGY		32500 1							
COMPUTER SCIENCE	30045 4	31864 8							32754 30 38500/29000
INFORMATION SCIENCES & SY	31200 1							30000 1	30174 7

AVERAGE SALARY OFFERS MAY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ARCHITECTURAL & ENVIRONME									28800 1
BIOLOGICAL			20400 1						
CHEMISTRY				34000 1					
GEOLOGY & GEOLOGICAL SCI									35700 2
MATHEMATICS	23000 1								29800 2
PHYSICS									32000 1

AVERAGE SALARY OFFERS MAY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING						30600 1	
BUSINESS ADMIN (INCL MGMT						19827 3	24000 1
ECONOM & FINANCE (BANKING	12000 1					26667 3	26050 4
HOTEL/RESTAURANT MGMT.							28000 1
MANAGEMENT INFO SYSTEMS							31200 1
MARKETING/MARK MGMT (RESR	31100 2				19300 2	22821 4	25433 6
JOURNALISM						16640 1	
FOREIGN LANGUAGES							24000 1
LETTERS (incl English, Li						27600 1	
POLITICAL SCIENCE/GOVT						24500 2	
AEROSPACE & AERONAUTICAL						34020 4	
AGRICULTURAL						33200 3	32500 1
CHEMICAL						36958 7	36650 4
CIVIL							28200 3
ELECTRICAL/ELECTRONIC						31201 6	33580 5
INDUSTRIAL						34000 2	32004 1
MECHANICAL			29360 4		24000 1	34165 17	30400 3
ENGINEERING TECHNOLOGY							29000 1
INDUSTRIAL TECHNOLOGY							28500 1
COMPUTER SCIENCE	31000 1					28250 2	27600 1
INFORMATION SCIENCES & SY							27000 3
BIOLOGICAL							34008 1

AVERAGE SALARY OFFERS MAY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	26926 230 35000/24000			24757 21 31000/21660	28250 4	25950 8	25494 17	27918 34 40000/24000	
BACHELOR - TECHNICAL	28500 6				32000 1	33211 9	30188 16	32085 74 48000/28000	32871 20 43200/22992

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	24164 14	21824 17	19922 13	22823 22 30000/21000		22092 94 32000/15600	31500 2	25135 3	18000 1
BACHELOR - TECHNICAL		22000 1		31500 1		28542 10		26500 1	

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL			22300 13	25443 7	19867 55 30600/17000	20218 21 23000/16973	19633 3	19739 7	22750 4
BACHELOR - TECHNICAL		35890 2	35091 7	31190 30 36700/28836	21370 8	25136 36 36500/20563	26722 29 35040/24912	27045 8	29733 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	28500 2		18000 2	22000 2	27334 2		18725 4	24167 3	22500 2
BACHELOR - TECHNICAL				30000 1	30793 28 35500/28500	27000 1	34663 6	31665 28 40800/27000	37092 164 43000/34380

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	26220 20 42000/20000	27867 9	25872 18	27900 10	20000 1			22500 2	28159 141 36100/26000
BACHELOR - TECHNICAL	33242 66 42000/31200	33539 95 39600/30000	35393 15	33410 6	36600 1		33060 2	36270 10	36151 505 55100/30000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	24733 3				19300 2	23640 15	
BACHELOR - TECHNICAL	31000 1		29360 4		24000 1	33827 41 45000/31200	

AVERAGE SALARY OFFERS MAY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	31000 3	49000 1			21750 2	34000 1	32626 6	35000 2	
MBA--TECH								38000 1	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	40000 1			45000 1					
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH					16000 1	20200 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH	14400 1								
MBA--TECH									29150 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH				39900 1					36400 6
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							25408 3
MBA--TECH							

AVERAGE SALARY OFFERS MAY 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	26875 208 35000/24000	25809 90 30600/23000	17500 2						30250 3
BUSINESS ADMIN (INCL MGMT			31000 1						
ECONOM & FINANCE (BANKING	26469 7	27803 13		25082 8	27667 3			26997 3	27721 29 32000/24000
MANAGEMENT INFO SYSTEMS	32000 1	27000 1							
MARKETING/MARK MGMT (RESR			24000 1						18000 1
COMMUNICATIONS	18000 1								
ELECTRICAL/ELECTRONIC	23096 1								
INDUSTRIAL									31800 1
PETROLEUM									22500 1
COMPUTER SCIENCE	28000 1							32000 1	
INFORMATION SCIENCES & SY		25020 1							
ARCHITECTURAL & ENVIRONME	26500 1								

AVERAGE SALARY OFFERS MAY 1991 SWPA REGIONAL CUMULATIVE REPO[RT]
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THRO[UGH 5/6/91]

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT		UNDERWRITING		INSURA[NCE - CL]		DESIGN/GRAPHIC	MEDIA PLANNING		REPORTING		PRODUCTION	PUBLIC RELATIO	WRITING / EDIT	
BUSINESS ADMIN (INCL MGMT			22667	3	24157	2									
ECONOM & FINANCE (BANKING	26250	2	22333	3	24060	2									
HUMAN RSRCS (incl LABOR R			22500	1											
MANAGEMENT INFO SYSTEMS			13200	1											
MARKETING/MARK MGMT (RESR			24773	3	23330	2									
JOURNALISM								16640	1	15600	1		18000	1	28500	1
LETTERS (incl English, Li															27600	1
CHEMISTRY					31500	1										

AVERAGE SALARY OFFERS MAY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									18998 2
BUSINESS ADMIN (INCL MGMT		24000 1		23333 3			18500 2		
ECONOM & FINANCE (BANKING			28200 1		29321 3		23000 10		27300 1
HOTEL/RESTAURANT MGMT.							28000 1		
HUMAN RSRCS (incl LABOR R			24500 1						
MANAGEMENT INFO SYSTEMS			28500 1						
MARKETING/MARK MGMT (RESR	20000 1	27025 4	22820 5	25988 3	23600 5	26425 4	23618 56 42000/17000		
ADVERTISING							24700 1		
COMMUNICATIONS							18117 6		
JOURNALISM					24000 1		18000 1		
HUMAN ECOLOGY (HOME ECONO			20600 2						
TEXTILES & CLOTHING			18000 1						
FOREIGN LANGUAGES							24000 1		
LETTERS (incl English, Li	24000 1						17500 1		
HISTORY							24000 1		
POLITICAL SCIENCE/GOVT							23333 3		
PSYCHOLOGY							22500 1		
AEROSPACE & AERONAUTICAL							30500 1		
CHEMICAL							37028 3		
COMPUTER							30000 1		
ELECTRICAL/ELECTRONIC							36713 3		
MECHANICAL				31800 2					
ANIMAL SCIENCES							22500 1		

AVERAGE SALARY OFFERS MAY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
COMPUTER SCIENCE				21500 1			32460 1		
BIOLOGICAL							34008 1		
CHEMISTRY							34000 1		

AVERAGE SALARY OFFERS MAY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT		20000 1							
LETTERS (incl English, Li	18200 1								
HUMANITIES - OTHER			22000 1						
CRIMINAL JUSTICE		22901 3							
HISTORY			16000 1						
AEROSPACE & AERONAUTICAL							31320 6		
AGRICULTURAL							32500 1	31000 1	29500 1
ARCHITECTURAL							32154 26 38000/25440	29800 2	31800 1
CHEMICAL							33997 5	33760 10	36247 11
CIVIL							30165 57 42200/25296	33213 13	34800 1
ELECTRICAL/ELECTRONIC							33252 21 37300/31000		35814 15
INDUSTRIAL									28013 5
MECHANICAL							33714 47 54800/30000	29000 2	35094 48 39500/29520
PETROLEUM							34592 2		37300 6
ENGINEERING TECHNOLOGY							30000 1		29650 2
COMPUTER SCIENCE							35000 1		
BIOLOGICAL								19600 1	
GEOLOGY & GEOLOGICAL SCI			21600 1						

AVERAGE SALARY OFFERS MAY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	29400 1								
MANAGEMENT INFO SYSTEMS	32800 3								
AEROSPACE & AERONAUTICAL		21201 1	31500 1			28207 3		29222 4	30054 9
AGRICULTURAL								33000 2	31120 5
ARCHITECTURAL						30333 3			24150 1
CHEMICAL	37500 2				37475 8		38207 226 55100/35500	30251 22 39600/25560	35919 17
CIVIL	34400 1				33500 1			29819 4	34988 8
COMPUTER	30133 3		33540 1						
ELECTRICAL/ELECTRONIC	33704 36 39000/31500	36224 14	32295 20 37000/30000	33624 26 39000/30600	34080 10	34144 5	34788 8	34431 24 45000/31200	31838 47 39500/26500
INDUSTRIAL								32300 5	30675 4
MECHANICAL	35500 1	27001 2	33500 1	38400 1	34807 15	33389 9	36182 48 39600/32000	36424 75 54000/31800	33504 59 43200/28000
NUCLEAR									32700 1
PETROLEUM					40000 1	30000 1	40947 28 55000/35100	36545 22 45000/32000	36071 18
ENGINEERING TECHNOLOGY									30875 4
INDUSTRIAL TECHNOLOGY								32500 1	28500 1
COMPUTER SCIENCE	33665 8	32100 1	30928 4						
ARCHITECTURAL & ENVIRONME									27933 3
GEOLOGY & GEOLOGICAL SCI					41400 1				30000 1
PHYSICS								30000 1	26098 2

AVERAGE SALARY OFFERS MAY 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING	30000 1								
BUSINESS ADMIN (INCL MGMT	25000 1								
PSYCHOLOGY									15498 2
BIOENGINEERING & BIOMEDIC									28500 1
ALLIED HEALTH			26329 7					36828 2	

AVERAGE SALARY OFFERS MAY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					28200 1		28200 1		
BUSINESS ADMIN (INCL MGMT				20633 3	24000 1	30600 1	25000 1		
ECONOM & FINANCE (BANKING							28933 3		
MANAGEMENT INFO SYSTEMS					28564 36 35000/24000	30869 16	28563 33 36100/24000		
MARKETING/MARK MGMT (RESR							20000 1		
COMMUNICATIONS							29600 1		
HUMAN ECOLOGY (HOME ECONO		17000 1							
LETTERS (incl English, Li					28200 1				
PSYCHOLOGY		18680 1							
SOCIAL SCIENCES-OTHER				19000 1					
COMPUTER					31200 3		30150 1		
MECHANICAL					23040 1				
AGRIBUSINESS									27000 1
COMPUTER SCIENCE					30593 25 35400/25500	32054 7	32271 20 38500/29000		
COMPUTER PROGRAMMING					20000 1				
INFORMATION SCIENCES & SY					29492 13	31000 1			
BIOLOGICAL									18100 1
MATHEMATICS					25900 2		28533 3		

AVERAGE SALARY OFFERS MAY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		24000 1		22425 4					
BUSINESS ADMIN (INCL MGMT		27500 1	19100 2	21106 34 45000/12000					21500 1
ECONOM & FINANCE (BANKING		27900 10		23247 19			24000 1		
HOTEL/RESTAURANT MGMT.				20340 10					
HUMAN RSRCS (incl LABOR R			17000 1						
MANAGEMENT INFO SYSTEMS		30017 6		29600 1					
MARKETING/MARK MGMT (RESR		26500 2		23953 46 33000/19000					
COMMUNICATIONS			21000 1	23333 3					
JOURNALISM		22000 1		21267 3					
ELEMENTARY EDUCATION									19284 40 23500/17000
PHYSICAL EDUCATION									21078 5
SPECIAL EDUCATION									21425 4
TEXTILES & CLOTHING				20500 1					
MERCHANDISING MANAGEMENT				17000 1					
LETTERS (incl English, Li									20200 1
HUMANITIES - OTHER				20600 1					17450 2
HISTORY		18000 1							
POLITICAL SCIENCE/GOVT				20200 1					
PSYCHOLOGY				26900 1					
ELECTRICAL/ELECTRONIC		28250 2							
MECHANICAL								34800 1	
PETROLEUM				20856 1					
COMPUTER SCIENCE		30000 1	21000 3	27835 3	20195 1				

AVERAGE SALARY OFFERS MAY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
INFORMATION SCIENCES & SY		29111 9							
ALLIED HEALTH									18300 1
BIOLOGICAL				20400 1				20000 1	19206 2
CHEMISTRY				33540 1					
GEOLOGY & GEOLOGICAL SCI									43200 1
MATHEMATICS									19150 2
PHYSICS				22000 1					
OTHER PHYSICAL & EARTH SC									19747 1

AVERAGE SALARY OFFERS MAY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTM. BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26845 217 35000/24000	26070 104 31000/24000	22500 4	25082 8	27667 3			26997 3	27656 33 42000/24000
BACHELOR - TECHNICAL	25865 3	25020 1						32000 1	27150 2

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	26250 2	22275 11	23849 6		16640 1	15600 1		18000 1	28050 2
BACHELOR - TECHNICAL			31500 1						

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	22000 2	26420 5	23136 11	24661 6	25552 9	26425 4	22940 84 42000/17000		21765 3
BACHELOR - TECHNICAL				28367 3			33724 12		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	18200 1	22176 4	19000 2						
BACHELOR - TECHNICAL			21600 1				32113 167 54800/25400	32330 29 43000/2529[illegible]	34886 90 42500/29500

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	31950 4								
BACHELOR - TECHNICAL	33686 51 40000/31000	34136 18	32154 27 37000/30000	33801 27 39000/30600	35489 36 42000/31000	32230 21 40500/29519	38052 310 55100/34800	34711 160 54000/28124	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	27500 2								
BACHELOR - TECHNICAL			26329 7					36828 2	

AVERAGE SALARY OFFERS MAY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL		17840 2		20225 4	28428 39 35000/24000	30853 17	28305 40 36100/24000		
BACHELOR - TECHNICAL					29704 45 36000/24000	31923 8	31715 24 38500/29000		22550 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		27436 22 40000/24000	19050 4	22583 125 45000/18000			24000 1		19604 53 27500/17000
BACHELOR - TECHNICAL		29042 12	21000 3	25757 7	20195 1			27400 2	22566 7

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 5 July 1991

SOUTHWESTERN REGION (SWPA)

Arkansas College
University of Arkansas - Fayetteville
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston - Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
UT - Pan American
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler

The career planning & placement offices that participate in the *Salary Survey* are divided into seven geographic regions. The participants listed comprise the **Southwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (May 6, 1991, through June 5, 1991) and cumulatively (September 1, 1990, and June 5, 1991).

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 5/6/91 THROUGH 6/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	59	611	$26917	$26364	$28704	$27500	$23500	367	2774	$26572	$26602	$29400	$27000	$23220
BUSINESS ADMIN (INCL MGMT	22	376	23455	23933	25113	23496	20000	78	966	22398	23616	29000	21550	18000
DISTRIBUTION MANAGEMENT	+	4	+	29577				+	18	+	27495			
ECONOM & FINANCE (BANKING	36	441	27418	25890	31000	27000	22000	147	1238	26388	25913	30300	27000	21000
HOTEL/RESTAURANT MGMT.	6	69	20428	21100	*	*	*	17	118	20821	21127	*	*	*
HUMAN RSRCS (incl LABOR R	+	39	+	24238				3	93	21333	24066	*	*	*
MANAGEMENT INFO SYSTEMS	35	98	30021	29039	33800	29520	26000	112	322	28888	28412	32500	29000	24000
MARKETING/MARK MGMT (RESR	39	346	23226	23718	28000	23000	20000	158	1081	23679	23850	28500	23242	18000
REAL ESTATE	+	1	+	20000				+	7	+	20760			
COMMUNICATIONS														
ADVERTISING	+	9	+	24667				1	51	24700	21866	*	*	*
COMMUNICATIONS	2	65	20000	23155	*	*	*	14	193	20521	22067	*	*	*
JOURNALISM	7	30	21520	22821	*	*	*	13	103	21272	20586	*	*	*
TELECOMMUN/BROADCASTING	+	13	+	22200				+	52	+	23388			
EDUCATION														
ELEMENTARY EDUCATION	5	56	21120	20015	*	*	*	45	273	19488	20054	21000	20000	17034
PRE-ELEMENTARY EDUCATION	+	3	+	16167				+	30	+	16599			
PHYSICAL EDUCATION	+	4	+	19750				5	29	21078	19314	*	*	*
SPECIAL EDUCATION	1	10	23000	20711	*	*	*	5	50	21740	22424	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	11	+	21854				3	27	19400	21159	*	*	*
TEXTILES & CLOTHING	+	43	+	21250				2	82	19250	21210	*	*	*
MERCHANDISING MANAGEMENT	6	13	20061	21233	*	*	*	7	44	19624	21017	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	19	+	21962				1	36	24000	21636	*	*	*
LETTERS (incl English, Li	+	44	+	20966				6	112	22617	21490	*	*	*
VISUAL & PERFORMING ARTS	+	13	+	18520				+	63	+	19646			
HUMANITIES - OTHER	+	35	+	23977				4	81	19375	22806	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	18	+	23295				3	58	22901	21533	*	*	*
HISTORY	2	37	20500	25430	*	*	*	5	68	19800	23465	*	*	*
POLITICAL SCIENCE/GOVT	1	54	21000	24407	*	*	*	4	131	22550	23063	*	*	*
PSYCHOLOGY	1	52	21000	21918	*	*	*	6	151	20013	20553	*	*	*
SOCIOLOGY	+	21	+	22206				+	63	+	20119			
SOCIAL SCIENCES-OTHER	1	46	21600	22570	*	*	*	2	127	20300	21536	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	7	21	32886	31568	*	*	*	31	123	30204	30434	36000	31500	23500
AGRICULTURAL	+	5	+	30822				10	39	31460	30878	*	*	*
ARCHITECTURAL	4	10	36175	32103	*	*	*	37	50	32088	31193	36700	32400	25440
BIOENGINEERING & BIOMEDIC	+	3	+	32867				1	9	28500	29567	*	*	*
CHEMICAL	22	376	38893	37591	40800	39675	37500	315	1352	37225	37381	40800	38040	32400
CIVIL	13	264	29114	29902	*	*	*	98	829	30934	29666	36300	30000	25296
COMPUTER	+	70	+	33158				9	201	30854	32368	*	*	*
ELECTRICAL/ELECTRONIC	44	537	32907	33298	35880	33252	30000	274	1642	33448	33191	37400	33600	30000

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 5/6/91 THROUGH 6/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	2	+	$28000				+	6	+	$28983			
INDUSTRIAL	4	148	$34375	32199	*	*	*	18	414	$31309	32299	*	*	*
MECHANICAL	41	567	35362	33881	$38900	$36000	$31000	342	1893	34930	34007	$38500	$36000	$30000
METALLURGICAL	+	35	+	32473				+	151	+	33400			
MINING (INCL GEOLOGICAL)	+	9	+	32889				+	48	+	31504			
NUCLEAR	+	6	+	32733				1	21	32700	32447	*	*	*
PETROLEUM	1	27	42600	40090	*	*	*	81	181	37639	38972	42500	38400	31500
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	2	47	32400	34088	*	*	*	9	180	30844	29697	*	*	*
INDUSTRIAL TECHNOLOGY	10	17	29617	30004	*	*	*	12	35	29764	28645	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	19	+	25019				1	74	27000	23145	*	*	*
ANIMAL SCIENCES	+	2	+	33500				1	29	22500	22557	*	*	*
PLANT SCIENCES	+	3	+	18467				+	15	+	20140			
NATURAL RESOURCES	+	2	+	19500				+	12	+	20588			
OTHER AGRICULTURAL SCIENC	2	10	24750	22970	*	*	*	2	37	24750	24158	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	14	220	32357	31122	*	*	*	92	762	31070	30680	35160	32000	25500
COMPUTER PROGRAMMING	+	16	+	26392				1	35	20000	27216	*	*	*
INFORMATION SCIENCES & SY	11	58	29355	30187	*	*	*	35	200	29267	29344	31500	30000	27000
SYSTEMS ANALYSIS	+	2	+	33450				+	8	+	27433			
HEALTH SCIENCES														
ALLIED HEALTH	+	96	+	30809				10	155	27626	29654	*	*	*
HEALTH SCIENCES	+	9	+	22279				+	41	+	20941			
NURSING	+	161	+	32000				+	250	+	30801			
PHARMACY	+	28	+	39082				+	56	+	39439			
SCIENCES														
ACTUARIAL	+	20	+	33708				+	26	+	32309			
ARCHITECTURAL & ENVIRONME	+	2	+	36500				4	18	27575	27578	*	*	*
BIOLOGICAL	+	13	+	24672				7	61	21503	21457	*	*	*
CHEMISTRY	1	29	23500	25951	*	*	*	4	80	30635	27108	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	2	+	30000				4	27	34050	28380	*	*	*
MATHEMATICS	2	66	29250	28995	*	*	*	9	162	26022	27978	*	*	*
PHYSICS	+	6	+	27207				4	21	26049	28530	*	*	*
OTHER PHYSICAL & EARTH SC	+	2	+	32520				1	7	19747	25084	*	*	*
POLYMER SCIENCE	+	1	+	32600				+	3	+	34367			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	401	5492						2421	17694					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	39	407	$27422	$26828	$28500	$27500	$25000	257	2044	$26939	$27158	$31000	$27000	$24000
ACCOUNTING (PRIVATE)	23	239	27168	25752	29004	27000	26400	123	775	26175	25180	29000	27000	24000
COMMERCIAL BANKING (CNSMR	4	46	26000	21336	*	*	*	8	107	24250	21970	*	*	*
COMMERCIAL BANKING (LENDG	+	52	+	23366				8	137	25082	23780	*	*	*
INVESTMT BANKING (CORP FN	1	20	37500	30614	*	*	*	4	43	30125	29041	*	*	*
INVESTMT BANKNG (M & A)	+	3	+	32000				+	5	+	30600			
INVESTMT BANKG (REAL EST)	+	2	+	27500				+	6	+	21750			
INVESTMT BANKG (SALES & T	2	9	25750	27067	*	*	*	5	26	27898	24777	*	*	*
FINANCIAL/TREASURY ANALYS	11	128	26086	27735	*	*	*	44	404	27367	27443	31800	27500	22000
PORTFOLIO MGMT/BROKERAGE	+	23	+	27209				2	50	26250	25137	*	*	*
UNDERWRITING	1	36	26500	24585	*	*	*	12	139	22627	24433	*	*	*
INSURANCE - CLAIMS	3	39	24748	22997	*	*	*	9	113	24969	22785	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	7	+	22323				+	32	+	20515			
MEDIA PLANNING	1	10	16640	18614	*	*	*	1	17	16640	20232	*	*	*
REPORTING	+	9	+	23400				1	22	15600	18422	*	*	*
PRODUCTION	+	15	+	22816				+	55	+	24295			
PUBLIC RELATIONS	1	20	18000	21533	*	*	*	1	54	18000	20463	*	*	*
WRITING / EDITING	+	11	+	21363				2	38	28050	20671	*	*	*
MARKETING														
ADVERTISING	+	17	+	23224				2	43	22000	21360	*	*	*
BRAND/PRODUCT MANAGEMENT	1	27	24000	25951	*	*	*	5	125	26420	24443	*	*	*
BUYER/MERCHANDISING	2	122	28500	23710	*	*	*	12	303	23583	23517	*	*	*
DISTRIBUTION	+	10	+	25106				9	46	25896	26051	*	*	*
MARKET RESEARCH	3	25	24333	25942	*	*	*	10	77	25096	25448	*	*	*
PURCHASING	+	8	+	33440				4	32	26425	27716	*	*	*
SALES	16	350	24201	25667	*	*	*	108	1080	24288	25372	34000	24000	17000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	1	7	23284	23423	*	*	*	1	32	23284	20765	*	*	*
FINANC,TAXA, MONETARY POL	1	16	23700	21026	*	*	*	4	80	22249	22655	*	*	*
ECONOMIC PROGRAMS	+	10	+	21486				1	17	18200	21721	*	*	*
LAW ENFORCEMENT	1	25	20000	23342	*	*	*	4	59	22176	23076	*	*	*
MILITARY	+	25	+	23440				3	55	19867	23685	*	*	*
NATIONAL SECURITY	1	1	27000	27000	*	*	*	1	9	27000	20956	*	*	*
URBAN / REGIONAL PLANNING	+	2	+	19500				+	10	+	19183			
ENGINEERING														
BIOENGINEERING	+	3	+	30200				+	9	+	27622			
DESIGN / CONSTRUCT	30	281	31724	30892	36000	30660	27332	196	877	32063	30766	37200	32750	25440
ENVIRONMENTAL/SANITATION	1	56	24972	31853	*	*	*	30	159	32085	30989	39000	32450	25000
MANUFACTURING/INDUSTRIAL	13	264	32007	34018	*	*	*	102	980	34571	33930	38400	36000	29400
SYSTEMS / PROGRAMMING	9	74	32078	32300	*	*	*	63	241	33214	32238	36000	33500	28800
POWER SYSTEMS	2	83	32700	33351	*	*	*	20	233	33992	33217	38700	34650	31800
SOFTWARE DESIGN & DEVELOP	5	77	32330	33724	*	*	*	32	206	32181	32869	34560	32650	30000
HARDWARE DESIGN & DEVELOP	12	51	34603	34041	*	*	*	39	191	34048	33709	35700	34200	32000

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	4	93	$34150	$34602	*	*	*	39	328	$35369	$34268	$39120	$35640	$30000
TESTING	2	38	29750	30612	*	*	*	23	145	32015	30692	36000	32900	28000
PROCESS ENGINEERING	18	267	38614	37737	*	*	*	319	1072	38049	37658	40800	38040	34800
PROJECT ENGINEERING	26	341	36534	34080	$42600	$37220	$31800	184	1113	34976	34092	39600	36000	28200
OTHER ENGINEERING	26	494	33812	33341	39000	33600	29000	195	1480	32944	32821	38500	33000	26500
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	7	+	19789				2	28	27500	23074	*	*	*
INDUSTRIAL HYGIENE	+	3	+	24233				+	5	+	24106			
MEDICAL TECHNOLOGY	+	14	+	27564				7	44	26329	24765	*	*	*
NURSES / PERSONAL CARE	+	160	+	31947				+	245	+	30640			
OCCUPATIONAL THERAPY	+	20	+	29412				+	38	+	29627			
PHARMACIST	+	28	+	39082				+	57	+	39213			
PHYSICAL THERAPY	+	20	+	31630				+	24	+	29532			
RESPIRATORY THERAPY	+	1	+	27600				2	5	36828	32651	*	*	*
OTHER HEALTH RELATED	+	62	+	29176				3	123	19832	26394	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	14	+	19138				+	34	+	20069			
COUNSELING	+	17	+	17866				2	62	17840	17107	*	*	*
FUNDRAISING / DEVELOPMENT	+	3	+	18500				+	4	+	17685			
SOCIAL WORK	+	16	+	18278				4	55	20225	17470	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	38	151	29781	28899	33900	29760	25500	110	576	29178	28799	33900	29208	24000
INFORMATION SYSTEMS	2	75	32500	30816	*	*	*	25	253	31195	29911	34500	31000	28000
SYSTEMS ANALYSIS & DESIGN	11	95	31925	30889	*	*	*	70	344	29795	30178	33800	29600	25000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	29	+	32700				+	50	+	32220			
AGRICULTURE/NAT'L RESOURC	2	13	24750	20954	*	*	*	4	91	23650	21863	*	*	*
ARCHITECTURE	+	2	+	36500				+	10	+	28290			
CONSULTING	19	183	28158	29328	*	*	*	52	491	28175	29214	31500	28250	24000
HUMAN RESRCS /INDUS RELS	2	31	22750	25484	*	*	*	9	95	20522	23651	*	*	*
MANAGEMENT TRAINEE	60	547	22327	22823	28000	21000	18000	178	1354	22510	22764	28500	21000	18000
MATH/STATISTICIANS	+	10	+	23959				1	33	20195	23647	*	*	*
PARALEGAL	+	16	+	21706				+	25	+	20592			
RESEARCHERS NON-TECHNICAL	+	6	+	21157				1	13	24000	22612	*	*	*
RESEARCHERS - TECHNICAL	1	17	34800	27590	*	*	*	2	43	27400	28678	*	*	*
TEACHING	6	109	21433	20291	*	*	*	66	523	20085	20475	23000	20000	17034
TOTALS	401	5492						2421	17694					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	17	57	$33065	$30961	*	*	*	127	239	$32371	$31257	$39000	$31500	$27000
MBA--NON-TECH	3	107	33300	33959	*	*	*	33	362	31978	35225	41000	32004	21025
MBA--TECH	3	20	36780	38099	*	*	*	6	79	34440	39402	*	*	*
MS-BUSINESS	4	18	39450	40982	*	*	*	5	39	36760	42121	*	*	*
ECONOMICS & FINANCE (BANK	8	88	34020	38966	*	*	*	13	235	36089	41841	*	*	*
HUMAN RESOURCES (INCL LAB	+	21	+	39090				+	53	+	38700			
MANAGEMENT INFORMATION SY	10	17	37590	36666	*	*	*	16	33	37533	35820	*	*	*
MARKETING/MKTNG MGT (RESE	7	41	36071	40678	*	*	*	10	141	37800	43503	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	2	+	34900				+	8	+	29320			
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	20000				4	16	22025	23926	*	*	*
ELEMENTARY EDUCATION	1	2	23000	25500	*	*	*	5	29	22300	24354	*	*	*
PHYSICAL EDUCATION	+	2	+	24250				3	7	28000	23286	*	*	*
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	4	+	23784				3	14	20133	23764	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				1	2	12300	16650	*	*	*
LETTERS	1	3	22683	29394	*	*	*	2	7	23342	26026	*	*	*
VISUAL & PERFORMING ARTS	+	3	+	23967				1	5	21000	22845	*	*	*
HUMANITIES - OTHER	+	5	+	33968				+	9	+	32760			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	1	+	22145				+	1	+	22145			
PSYCHOLOGY	+	2	+	19500				1	12	24900	23209	*	*	*
SOCIOLOGY	+	+	+	+				1	3	20800	24267	*	*	*
SOCIAL SCIENCES - OTHER	+	+	+	+				1	13	30000	30853	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	4	+	35970				4	15	37504	35934	*	*	*
AGRICULTURAL	1	1	35400	35400	*	*	*	1	3	35400	30800	*	*	*
BIOENGINEERING & BIOMEDIC	+	1	+	27950				+	3	+	31150			
CHEMICAL	4	24	45283	41462	*	*	*	11	68	41488	40352	*	*	*

continued

SWPA REGIONAL Report No. 5 JULY 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	1	39	$48540	$35077	*	*	*	30	112	$36646	$34912	$41004	$36000	$32000
COMPUTER	+	11	+	38264				1	18	39600	39297	*	*	*
ELECTRICAL/ELECTRONIC	6	55	40827	39012	*	*	*	31	173	38673	38658	42100	39000	36000
INDUSTRIAL	+	11	+	38253				1	32	31200	36989	*	*	*
MECHANICAL	3	51	39240	36980	*	*	*	24	165	38685	37856	41499	39000	35500
METALLURGICAL	+	5	+	37552				+	24	+	37917			
MINING & MINERAL	+	+	+	+				+	14	+	35007			
NUCLEAR	+	5	+	39048				+	7	+	38691			
PETROLEUM	4	4	47150	47150	*	*	*	12	31	44175	44097	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	5	+	34147				2	9	21091	28291	*	*	*
HEALTH SCIENCES	+	3	+	24240				1	17	20000	25895	*	*	*
NURSING	+	4	+	55500				+	4	+	55500			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	1	+	30000				2	7	27750	26671	*	*	*
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	1	+	28080			
BIOLOGICAL	+	2	+	26000				+	5	+	24012			
CHEMISTRY	+	6	+	36657				1	13	22000	34411	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	4	57	34080	38404	*	*	*	12	137	35452	37710	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	2	4	35000	38755	*	*	*	12	34	35885	37134	*	*	*
MATHEMATICS (INCL ACTUARI	1	6	24500	30334	*	*	*	4	18	26425	29206	*	*	*
PHYSICS	+	+	+	+				1	3	31300	27219	*	*	*
POLYMER	+	2	+	34980				+	2	+	34980			
TOTALS	80	695						382	2229					

Master's Degree Candidates - Experience[1]

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 5/6/91 THROUGH 6/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	60	+	$41173				2	184	$39000	$44328	*	*	*
MBA--TECH	1	26	$37000	49085	*	*	*	1	71	37000	48762	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	2	97	34500	48008	*	*	*	8	300	43875	48622	*	*	*
MBA--TECH	+	58	+	53184				4	161	50000	52801	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	1	264	33500	52026	*	*	*	5	407	50500	50782	*	*	*
MBA--TECH	+	117	+	54295				2	196	55650	53706	*	*	*
TOTALS	4	622						22	1319					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	16	+	$59894				+	26	+	$58458			
ECONOMICS	+	2	+	43000				+	2	+	43000			
EDUCATION														
EDUCATION ADMINISTRATION	1	6	$30000	43417	*	*	*	1	11	$30000	40597	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	45000				+	3	+	36667			
FOREIGN LANGUAGES	+	+	+	+				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	4	+	38250				+	9	+	45078			
SOCIOLOGY	+	1	+	40000				+	1	+	40000			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				1	3	54080	46027	*	*	*
CHEMICAL	+	47	+	53612				18	75	52531	53114	*	*	*
CIVIL	+	+	+	+				+	6	+	41499			
COMPUTER	+	3	+	55833				+	5	+	54400			
ELECTRICAL/ELECTRONIC	+	17	+	56414				4	29	57300	56164	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	7	+	44883				2	12	54880	46196	*	*	*
METALLURGICAL	+	5	+	51212				+	18	+	48739			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	3	+	46183				+	4	+	43638			
BIOLOGICAL	+	2	+	33125				+	6	+	31800			
CHEMISTRY	+	15	+	48665				1	66	46200	48608	*	*	*
GEOLOGICAL (INCL GEOPHYS)	1	1	46000	46000	*	*	*	2	10	41270	52184	*	*	*
MATHEMATICS	+	+	+	+				+	6	+	38483			
PHYSICS	+	3	+	38100				+	5	+	38860			
POLYMER	+	1	+	52500				+	6	+	48417			
TOTALS	2	134						29	307					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS JULY 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	26951 247 35000/24000	27140 1		24344 8			23400 3	25829 7	
BUSINESS ADMIN (INCL MGMT				27500 2	29333 3	37000 2	20000 1	25000 2	
ECONOM & FINANCE (BANKING	26920 11			25559 11	28900 5	24750 2	22250 2	28286 14	
MANAGEMENT INFO SYSTEMS	30313 8			27500 1		28000 4	30357 7	29786 14	
MARKETING/MARK MGMT (RESR				24000 2		21250 2	20750 4	23500 4	
COMMUNICATIONS	18000 1								
JOURNALISM						15600 1	21000 2	30000 1	
LETTERS (incl English, Li				17500 1			28200 1		
HISTORY								18000 1	
PSYCHOLOGY								26900 1	
AEROSPACE & AERONAUTICAL	34000 1								25996 2
AGRICULTURAL									31000 1
ARCHITECTURAL								30380 8	29700 1
CHEMICAL						38400 1		35714 12	33047 4
CIVIL								30388 16	27996 1
COMPUTER							30985 4		
ELECTRICAL/ELECTRONIC	30000 1					32500 3	31380 1	32077 22 38000/29105	30000 1
INDUSTRIAL						34000 1			
MECHANICAL								33161 15	36491 7
ENGINEERING TECHNOLOGY									30300 1
COMPUTER SCIENCE	28000 3				32000 1	32600 5	31997 7	28750 2	34000 1
INFORMATION SCIENCES & SY	30000 6						28125 4	29893 7	
ARCHITECTURAL & ENVIRONME	26500 1							28600 1	

AVERAGE SALARY OFFERS JULY 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BIOLOGICAL									19600 1
GEOLOGY & GEOLOGICAL SCI									43200 1
MATHEMATICS							28600 3	27500 1	

AVERAGE SALARY OFFERS JULY 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	24000 1					25750 2			
BUSINESS ADMIN (INCL MGMT		21998 7	19750 4	23777 7		19587 25 24000/11520			
ECONOM & FINANCE (BANKING	25307 14	19500 2		23236 9		23800 8		26700 1	
HOTEL/RESTAURANT MGMT.		20671 3	20304 13						
HUMAN RSRCS (incl LABOR R				22500 1					
MANAGEMENT INFO SYSTEMS	22000 1	25000 2		19850 2		27792 6			
MARKETING/MARK MGMT (RESR	22750 4	22667 3	20550 2	24373 8		22798 58 31000/18000	42000 1		18000 1
ADVERTISING						24700 1			
COMMUNICATIONS		22000 2	18500 1			17700 6	21000 1		
JOURNALISM	18000 1					20760 5			
HUMAN ECOLOGY (HOME ECONO						20600 2			
TEXTILES & CLOTHING						19250 2			
MERCHANDISING MANAGEMENT						18160 5			
HUMANITIES - OTHER						20600 1			
CRIMINAL JUSTICE								24352 2	
HISTORY						19000 2			
POLITICAL SCIENCE/GOVT	21000 1								
PSYCHOLOGY			21000 1	22500 1					
AGRICULTURAL						30375 4			
BIOENGINEERING & BIOMEDIC						28500 1			
COMPUTER						30000 1			
ELECTRICAL/ELECTRONIC						30120 1		26500 1	
ANIMAL SCIENCES						22500 1			

AVERAGE SALARY OFFERS JULY 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
COMPUTER SCIENCE						26400 2			
CHEMISTRY				31500 1					
PHYSICS		22000 1							

AVERAGE SALARY OFFERS JULY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			23000 2	27600 2	17625 2	19516 6	22200 2	22750 2	18000 1
BUSINESS ADMIN (INCL MGMT			17433 3		27033 3	20893 5		21500 2	
ECONOM & FINANCE (BANKING	24000 1			24000 2		21577 2			28000 1
MANAGEMENT INFO SYSTEMS	27000 1		25086 7	29300 2		17653 2			25000 1
MARKETING/MARK MGMT (RESR			18385 4	23500 1		22767 3			20000 1
COMMUNICATIONS				25000 2					
ELEMENTARY EDUCATION					19453 44 26000/17034	21000 1			
PHYSICAL EDUCATION					21078 5				
SPECIAL EDUCATION					21740 5				
MERCHANDISING MANAGEMENT						23284 2			
LETTERS (incl English, Li			24000 1			20200 1	18200 1		
HUMANITIES - OTHER					17450 2	22000 1			
CRIMINAL JUSTICE							20000 1		
HISTORY						21500 2			
POLITICAL SCIENCE/GOVT						20200 1			
PSYCHOLOGY								16559 3	
SOCIAL SCIENCES-OTHER						21600 1			
AEROSPACE & AERONAUTICAL			33000 1			25481 9			
ARCHITECTURAL				34800 2			25200 2		
CHEMICAL		38280 1		28836 1	36200 1	31012 4	28077 3		
CIVIL			434? 2	33200 3		26827 5	27051 25 35040/24972		
COMPUTER			36000 1	30150 1					
ELECTRICAL/ELECTRONIC			28000 1	31631 18		27990 7	30300 2		

AVERAGE SALARY OFFERS JULY 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
INDUSTRIAL			30000 1	29100 2		22782 2			
MECHANICAL				31354 7		23505 7	28750 1		
COMPUTER SCIENCE		33500 1	34800 1	29753 2		21823 5	23000 1		27600 1
COMPUTER PROGRAMMING					20000 1				
INFORMATION SCIENCES & SY			27000 3						
ALLIED HEALTH					18300 1			27045 8	41600 1
BIOLOGICAL					19206 2		18100 1		20000 1
GEOLOGY & GEOLOGICAL SCI						21600 1			
MATHEMATICS					19150 2				
PHYSICS						25098 2			
OTHER PHYSICAL & EARTH SC					19747 1				

AVERAGE SALARY OFFERS JULY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING				24000 1	28668 1		26500 1	25000 1	22500 2
BUSINESS ADMIN (INCL MGMT				20000 1			17000 1		
ECONOM & FINANCE (BANKING								18500 1	
HUMAN RSRCS (incl LABOR R							17000 1		
MANAGEMENT INFO SYSTEMS					26000 1			29000 1	
MARKETING/MARK MGMT (RESR	35000 1						14400 1		24000 1
JOURNALISM	22000 1								
HUMAN ECOLOGY (HOME ECONO			17000 1						
SOCIAL SCIENCES-OTHER			19000 1						
AEROSPACE & AERONAUTICAL					31784 6				
ARCHITECTURAL								31600 12	
CHEMICAL								40200 2	37521 104 43000/34800
CIVIL								29200 5	33050 4
ELECTRICAL/ELECTRONIC				30000 1	32996 8		35160 3	32433 6	36718 11
INDUSTRIAL					27700 1			31000 1	
MECHANICAL					29741 15		34550 4	33546 7	36682 45 39000/35000
PETROLEUM									41000 2
ENGINEERING TECHNOLOGY					31200 1				
INDUSTRIAL TECHNOLOGY					29154 5			27450 2	
AGRIBUSINESS						27000 1			
OTHER AGRICULTURAL SCIENC						24750 2			
COMPUTER SCIENCE					31300 3				28800 1
ARCHITECTURAL & ENVIRONME								26400 1	

AVERAGE SALARY OFFERS JULY 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
CHEMISTRY									28520 2

AVERAGE SALARY OFFERS JULY 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	31000 3	26500 2			20000 1			22000 1	27128 67 30600/26000
BUSINESS ADMIN (INCL MGMT			31500 2						26650 4
ECONOM & FINANCE (BANKING	26200 5	27250 2	26333 3	30200 5					28342 37 39580/27000
HUMAN RSRCS (incl LABOR R				24500 1					
MANAGEMENT INFO SYSTEMS	28500 3	29850 6	32500 2						30204 40 36100/27600
MARKETING/MARK MGMT (RESR	24190 10	27000 1	24836 14	27100 5				22500 2	27218 9
COMMUNICATIONS									29600 1
JOURNALISM		28500 1							
AEROSPACE & AERONAUTICAL	33030 2	30500 1							32930 5
AGRICULTURAL			30000 1						
ARCHITECTURAL									34609 12
CHEMICAL	35292 5	38300 4	37950 2	36500 2	36600 1		35520 1	38075 4	37655 151 55100/30240
CIVIL				26500 1					34474 32 42200/30000
COMPUTER	24000 1								33600 1
ELECTRICAL/ELECTRONIC	33541 55 42000/31380	33610 71 39528/30840	34900 4					36067 3	35715 39 42200/31800
INDUSTRIAL		31800 1					30600 1	35400 1	34825 4
MECHANICAL	33900 5	33430 18	36944 9	33480 2				35750 4	36184 167 54800/31800
NUCLEAR	32700 1								
PETROLEUM									37553 79 55000/31200
ENGINEERING TECHNOLOGY		30000 1							31420 5
INDUSTRIAL TECHNOLOGY		32500 1							
COMPUTER SCIENCE	30583 7	31537 11							33083 34 38500/30600
INFORMATION SCIENCES & SY	29700 2							30000 1	30131 9

AVERAGE SALARY OFFERS JULY 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ARCHITECTURAL & ENVIRONME									28800 1
BIOLOGICAL			20400 1						
CHEMISTRY				34000 1					
GEOLOGY & GEOLOGICAL SCI									35700 2
MATHEMATICS	23000 1								29800 2
PHYSICS									32000 1

AVERAGE SALARY OFFERS JULY 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING		RUBBER PRODUCT	SCIENTIFIC & I		STONE, CLAY, G	TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
ACCOUNTING									30600	1		
BUSINESS ADMIN (INCL MGMT									19827	3	24000	1
ECONOM & FINANCE (BANKING	12000	1							26667	3	26000	5
HOTEL/RESTAURANT MGMT.											28000	1
MANAGEMENT INFO SYSTEMS											31200	1
MARKETING/MARK MGMT (RESR	31100	2					19300	2	22821	4	25450	8
JOURNALISM									16640	1		
FOREIGN LANGUAGES											24000	1
LETTERS (incl English, Li									27600	1		
POLITICAL SCIENCE/GOVT									24500	2		
AEROSPACE & AERONAUTICAL									34020	4		
AGRICULTURAL									33200	3	32500	1
CHEMICAL	38600	1							36958	7	36650	4
CIVIL											28150	4
ELECTRICAL/ELECTRONIC				33400	2				31901	8	33580	5
INDUSTRIAL									34000	2	32004	1
MECHANICAL				30688	5		24000	1	34095	19	32250	4
ENGINEERING TECHNOLOGY											29000	1
INDUSTRIAL TECHNOLOGY				31833	3						28500	1
COMPUTER SCIENCE	31000	1							28250	2	27600	1
INFORMATION SCIENCES & SY											27000	3
BIOLOGICAL											34008	1

AVERAGE SALARY OFFERS JULY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	27017 267 35000/24000	27140 1		24956 25 31000/21660	29063 8	26691 11	25020 20 42000/19000	27561 44 40000/23100	
BACHELOR - TECHNICAL	29542 12				32000 1	33290 10	30400 19	31949 84 48000/28000	32639 21 43200/27996

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	24105 22 32000/18000	21947 19	20169 21 24000/18000	23401 28 30000/21000		21824 123 32000/17000	31500 2	25135 3	18000 1
BACHELOR - TECHNICAL		22000 1		31500 1		28542 10		26500 1	

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	25500 2		21849 17	26144 9	20021 61 30600/17000	20848 27 27000/16973	20650 4	19739 7	22750 4
BACHELOR - TECHNICAL		35890 2	32964 10	31520 36 36700/28850	21370 8	25582 42 36500/21000	26896 35 35040/24912	27045 8	29733 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	28500 2		18000 2	22000 2	27334 2		18725 4	24167 3	23000 3
BACHELOR - TECHNICAL				30000 1	30753 39 35880/28020	25500 3	34811 7	31870 36 40800/27000	37022 169 43000/34000

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	26257 21 42000/20000	28508 12	26414 21 33000/21000	28273 11	20000 1			22333 3	28200 158 39580/26000
BACHELOR - TECHNICAL	33037 79 42000/29400	33453 108 39600/30000	35200 17	33410 6	36600 1		33060 2	36069 13	36193 544 55100/30000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	24733 3				19300 2	23640 15	
BACHELOR - TECHNICAL	34800 2		31574 10		24000 1	33820 45 45000/31200	

AVERAGE SALARY OFFERS JULY 1991 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	31375 4	49000 1			21750 2	34000 1	32626 6	35000 2	
MBA--TECH								38000 1	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	40000 1			45000 1					
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH					24200 2	20200 1			
MBA--TECH				34800 1	33000 1				

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH	14400 1								
MBA--TECH									29150 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH				39900 1					36200 7
MBA--TECH									42540 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							25408 3
MBA--TECH							

AVERAGE SALARY OFFERS JULY 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	26981 245 35000/24000	25942 104 30600/24000	22750 4						30250 3
BUSINESS ADMIN (INCL MGMT			27500 2		37500 1			26500 1	24000 1
ECONOM & FINANCE (BANKING	26469 7	27653 16		25082 8	27667 3			26997 3	27489 37 32000/24000
MANAGEMENT INFO SYSTEMS	32000 1	27000 1							
MARKETING/MARK MGMT (RESR			24000 2						18000 1
COMMUNICATIONS	18000 1								
ELECTRICAL/ELECTRONIC	23096 1								
INDUSTRIAL									31800 1
PETROLEUM									22500 1
COMPUTER SCIENCE	28000 1							32000 1	
INFORMATION SCIENCES & SY		26020 2							
ARCHITECTURAL & ENVIRONME	26500 1								

AVERAGE SALARY OFFERS JULY 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT		22667 3	24610 4						
ECONOM & FINANCE (BANKING	26250 2	23375 4	24060 2						
HUMAN RSRCS (incl LABOR R		22500 1							
MANAGEMENT INFO SYSTEMS		13200 1							
MARKETING/MARK MGMT (RESR		24773 3	23330 2						
JOURNALISM					16640 1	15600 1		18000 1	28500 1
LETTERS (incl English, Li									27600 1
CHEMISTRY			31500 1						

AVERAGE SALARY OFFERS JULY 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									20565 3
BUSINESS ADMIN (INCL MGMT		24000 1		23333 3			18500 2		
ECONOM & FINANCE (BANKING			28350 2		29321 3		24093 14		27300 1
HOTEL/RESTAURANT MGMT.							28000 1		
HUMAN RSRCS (incl LABOR R			24500 1						
MANAGEMENT INFO SYSTEMS			28500 1						
MARKETING/MARK MGMT (RESR	20000 1	27025 4	22820 5	25988 3	23167 6	26425 4	23518 62 42000/17000		
ADVERTISING							24700 1		
COMMUNICATIONS							18117 6		
JOURNALISM					24000 1		18000 1		
HUMAN ECOLOGY (HOME ECONO			20600 2						
TEXTILES & CLOTHING			18000 1						
MERCHANDISING MANAGEMENT								23284 1	
FOREIGN LANGUAGES							24000 1		
LETTERS (incl English, Li	24000 1						17500 1		
HISTORY							19000 2		
POLITICAL SCIENCE/GOVT							23333 3		
PSYCHOLOGY							22500 1		
AEROSPACE & AERONAUTICAL							30500 1		
CHEMICAL							37028 3		
COMPUTER							30000 1		
ELECTRICAL/ELECTRONIC							36190 4		
MECHANICAL				31800 2					

AVERAGE SALARY OFFERS JULY 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ANIMAL SCIENCES							22500 1		
COMPUTER SCIENCE				21500 1			32460 1		
BIOLOGICAL							34008 1		
CHEMISTRY							34000 1		

AVERAGE SALARY OFFERS JULY 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT		20000 1							
LETTERS (incl English, Li	18200 1								
HUMANITIES - OTHER			22000 1						
CRIMINAL JUSTICE		22901 3							
HISTORY			16000 1	27000 1					
AEROSPACE & AERONAUTICAL							31184 8		
AGRICULTURAL							32500 1	31000 1	29500 1
ARCHITECTURAL							32690 30 38000/25440	29800 2	31800 1
CHEMICAL							33426 7	33760 10	36247 11
CIVIL							30039 67 42200/25296	32624 14	34800 1
ELECTRICAL/ELECTRONIC							33407 26 37300/30120		35100 19
INDUSTRIAL									29695 6
MECHANICAL							33654 49 54800/29120	29000 2	35150 50 39500/29520
PETROLEUM							34592 2		37300 6
ENGINEERING TECHNOLOGY							30600 2		29650 2
INDUSTRIAL TECHNOLOGY							30717 3		29154 5
COMPUTER SCIENCE							35000 1		
BIOLOGICAL								19600 1	
GEOLOGY & GEOLOGICAL SCI			21600 1						

AVERAGE SALARY OFFERS JULY 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	29400 1								
MANAGEMENT INFO SYSTEMS	32800 3								
AEROSPACE & AERONAUTICAL	34000 1	21201 1	32288 4			28207 3		29222 4	30054 9
AGRICULTURAL								33000 2	31120 5
ARCHITECTURAL						30333 3			24150 1
CHEMICAL	37500 2				37589 9		38226 231 55100/35520	31621 25 43200/25560	35919 17
CIVIL	34400 1				33500 1			30455 5	34134 9
COMPUTER	30133 3		33540 1						
ELECTRICAL/ELECTRONIC	33269 41 39000/30500	35929 15	32268 22 37000/30000	33877 37 39000/32000	34080 10	33787 6	34788 8	34291 31 45000/31200	31801 52 39500/26500
INDUSTRIAL							35400 1	32300 5	31340 5
MECHANICAL	32500 3	27001 2	33500 1	37200 2	34436 17	32800 10	36221 51 39600/33000	36601 86 54000/31800	33730 65 43200/29000
NUCLEAR									32700 1
PETROLEUM					40000 1	30000 1	40947 28 55000/35100	36809 23 45000/32000	36071 18
ENGINEERING TECHNOLOGY		33600 1							30875 4
INDUSTRIAL TECHNOLOGY								30500 2	29125 2
COMPUTER SCIENCE	33665 8	32100 1	30928 4						
ARCHITECTURAL & ENVIRONME									27933 3
CHEMISTRY									23500 1
GEOLOGY & GEOLOGICAL SCI					41400 1				30000 1
PHYSICS								30000 1	26098 2

AVERAGE SALARY OFFERS JULY 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING	30000 1								
BUSINESS ADMIN (INCL MGMT	25000 1								
PSYCHOLOGY									15498 2
BIOENGINEERING & BIOMEDIC									28500 1
ALLIED HEALTH			26329 7					36828 2	

AVERAGE SALARY OFFERS JULY 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					28200 1		28200 1		
BUSINESS ADMIN (INCL MGMT				20633 3	26500 2	30600 1	25000 1		
ECONOM & FINANCE (BANKING					25000 1		28933 3		
MANAGEMENT INFO SYSTEMS					28290 47 35000/24000	30869 16	28660 35 36100/24000		
MARKETING/MARK MGMT (RESR							20000 1		
COMMUNICATIONS							29600 1		
HUMAN ECOLOGY (HOME ECONO		17000 1							
LETTERS (incl English, Li					28200 1				
PSYCHOLOGY		18680 1							
SOCIAL SCIENCES-OTHER				19000 1					
COMPUTER					31200 3		30150 1		
MECHANICAL					23040 1				
AGRIBUSINESS									27000 1
OTHER AGRICULTURAL SCIENC									24750 2
COMPUTER SCIENCE					31075 34 35580/25920	32054 7	32383 24 38500/29400		
COMPUTER PROGRAMMING					20000 1				
INFORMATION SCIENCES & SY					29444 17	31000 1			
BIOLOGICAL									18100 1
MATHEMATICS					25900 2		28533 3		

AVERAGE SALARY OFFERS JULY 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		24000 1		22425 4					
BUSINESS ADMIN (INCL MGMT		27500 1	20233 3	21156 45 45000/16300					21500 1
ECONOM & FINANCE (BANKING		27916 16		24324 24 39580/19000			24000 1		
HOTEL/RESTAURANT MGMT.				20373 16					
HUMAN RSRCS (incl LABOR R			17000 1						
MANAGEMENT INFO SYSTEMS		30017 6		29600 1					
MARKETING/MARK MGMT (RESR		26667 3	23000 1	23474 60 33000/19000					
COMMUNICATIONS			21000 1	22000 5					
JOURNALISM		26000 2		20760 5					
ELEMENTARY EDUCATION									19488 45 26000/17034
PHYSICAL EDUCATION									21078 5
SPECIAL EDUCATION									21740 5
TEXTILES & CLOTHING				20500 1					
MERCHANDISING MANAGEMENT				19014 6					
LETTERS (incl English, Li									20200 1
HUMANITIES - OTHER				20600 1					17450 2
HISTORY		18000 1							
POLITICAL SCIENCE/GOVT				20200 1					
PSYCHOLOGY				23950 2					
SOCIAL SCIENCES-OTHER		21600 1							
ELECTRICAL/ELECTRONIC		28250 2							
MECHANICAL								34800 1	
PETROLEUM				20856 1					

AVERAGE SALARY OFFERS JULY 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
COMPUTER SCIENCE		29750 2	21000 3	27835 3	20195 1				
INFORMATION SCIENCES & SY		29383 15							
ALLIED HEALTH									18300 1
BIOLOGICAL				20400 1				20000 1	19206 2
CHEMISTRY				33540 1					
GEOLOGY & GEOLOGICAL SCI									43200 1
MATHEMATICS		29250 2							19150 2
PHYSICS				22000 1					
OTHER PHYSICAL & EARTH SC									19747 1

AVERAGE SALARY OFFERS JULY 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26952 254 35000/24000	26177 121 31000/24000	24250 8	25082 8	30125 4			26873 4	27377 42 42000/22000
BACHELOR - TECHNICAL	25865 3	26020 2						32000 1	27150 2

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	26250 2	22627 12	24152 8		16640 1	15600 1		18000 1	28050 2
BACHELOR - TECHNICAL			31500 1						

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	22000 2	26420 5	23583 12	24661 6	25096 10	26425 4	22987 95 42000/17000	23284 1	22249 4
BACHELOR - TECHNICAL				28367 3			33793 13		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFA NG/
BACHELOR - NON TECHNICAL	18200 1	22176 4	19000 2	27000 1					
BACHELOR - TECHNICAL			21600 1				32063 196 54800/25440	32085 30 43000/25000	34571 102 42500/29400

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	31950 4								
BACHELOR - TECHNICAL	33299 59 40000/29105	33992 20 39000/31800	32181 32 37000/30000	34048 39 39000/32000	35369 39 42000/30000	32015 23 40500/28000	38049 319 55100/34800	34976 184 54000/28200	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	27500 2								
BACHELOR - TECHNICAL			26329 7					36828 2	

AVERAGE SALARY OFFERS JULY 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL		17840 2		20225 4	28154 52 35000/24000	30853 17	28397 42 36100/24000		
BACHELOR - TECHNICAL					30095 58 36000/25000	31923 8	31891 28 38500/29000		23650 4

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		27415 31 40000/22000	20283 6	22377 171 45000/18000			24000 1		19790 59 27500/17000
BACHELOR - TECHNICAL		29298 21 31500/27500	21000 3	25757 7	20195 1			27400 2	22566 7

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 6 September 1991

SOUTHWESTERN REGION (SWPA)

Arkansas College
University of Arkansas - Fayetteville
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston - Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
UT - Pan American
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler

The career planning & placement offices that participate in the *Salary Survey* are divided into seven geographic regions. The participants listed comprise the **Southwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (June 5, 1991, through August 9, 1991) and cumulatively (September 1, 1990, and August 9, 1991).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/5/91 THROUGH 8/9/91

CUMULATIVE PERIOD 9/1/91 THROUGH 8/9/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	46	834	$26353	$26777	$28500	$27000	$23000	413	3608	$26548	$26642	$29100	$27000	$23220
BUSINESS ADMIN (INCL MGMT	18	572	23976	24700	*	*	*	96	1538	22694	24019	29000	21800	18000
DISTRIBUTION MANAGEMENT	+	10	+	26335				+	28	+	27081			
ECONOM & FINANCE (BANKING	11	482	25609	25575	*	*	*	158	1720	26334	25819	30500	27000	21000
HOTEL/RESTAURANT MGMT.	+	31	+	21577				17	149	20821	21220	*	*	*
HUMAN RSRCS (incl LABOR R	+	31	+	23052				3	124	21333	23812	*	*	*
MANAGEMENT INFO SYSTEMS	14	97	28581	27656	*	*	*	126	419	28853	28237	32500	29000	24000
MARKETING/MARK MGMT (RESR	22	393	20861	23330	24000	21000	18000	180	1473	23335	23713	28500	23000	18000
REAL ESTATE	2	5	19000	23000	*	*	*	2	12	19000	21693	*	*	*
COMMUNICATIONS														
ADVERTISING	2	38	27050	20985	*	*	*	3	89	26267	21490	*	*	*
COMMUNICATIONS	1	116	21000	21495	*	*	*	15	309	20553	21852	*	*	*
JOURNALISM	2	44	23150	18031	*	*	*	15	147	21523	19821	*	*	*
TELECOMMUN/BROADCASTING	+	19	+	19400				+	71	+	22321			
EDUCATION														
ELEMENTARY EDUCATION	24	238	20100	18733	22900	20850	17000	69	511	19701	19439	22900	20000	17000
PRE-ELEMENTARY EDUCATION	+	11	+	17063				+	41	+	16724			
PHYSICAL EDUCATION	3	17	23073	21540	*	*	*	8	46	21826	20137	*	*	*
SPECIAL EDUCATION	4	41	24845	20454	*	*	*	9	91	23120	21536	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	1	5	20000	17762	*	*	*	4	32	19550	20628	*	*	*
TEXTILES & CLOTHING	3	33	23000	20269	*	*	*	5	115	21500	20940	*	*	*
MERCHANDISING MANAGEMENT	+	5	+	20532				7	49	19624	20967	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	1	33	21000	21405	*	*	*	2	69	22500	21526	*	*	*
LETTERS (incl English, Li	2	97	21047	22444	*	*	*	8	208	22224	21937	*	*	*
VISUAL & PERFORMING ARTS	2	42	17400	20315	*	*	*	2	105	17400	19913	*	*	*
HUMANITIES - OTHER	3	39	20333	25081	*	*	*	7	119	19786	23567	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	20	+	24446				3	78	22901	22280	*	*	*
HISTORY	+	48	+	23408				5	116	19800	23441	*	*	*
POLITICAL SCIENCE/GOVT	+	87	+	23537				4	218	22550	23252	*	*	*
PSYCHOLOGY	2	81	23500	20519	*	*	*	8	232	20885	20541	*	*	*
SOCIOLOGY	+	31	+	21065				+	94	+	20431			
SOCIAL SCIENCES-OTHER	+	50	+	20966				2	177	20300	21375	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	3	45	28840	31302	*	*	*	34	168	30083	30667	36000	31194	23500
AGRICULTURAL	+	6	+	26161				10	45	31460	30249	*	*	*
ARCHITECTURAL	1	17	25500	28049	*	*	*	38	67	31914	30396	36700	32280	25440
BIOENGINEERING & BIOMEDIC	+	2	+	34100				1	11	28500	30391	*	*	*
CHEMICAL	37	303	38322	37989	40680	38600	36000	352	1655	37341	37492	40700	38100	33000
CIVIL	11	257	28548	29634	*	*	*	109	1086	30693	29658	36000	30000	25068
COMPUTER	+	42	+	31860				9	243	30854	32280	*	*	*
ELECTRICAL/ELECTRONIC	65	501	33501	33191	37000	33300	30000	339	2141	33458	33190	37380	33600	30000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/5/91 THROUGH 8/9/91

CUMULATIVE PERIOD 9/1/91 THROUGH 8/9/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	5	+	$25317				+	11	+	$27317			
INDUSTRIAL	8	131	$27638	31597	*	*	*	26	545	$30180	32131	$34500	$30800	$25000
MECHANICAL	73	538	35244	33971	$38500	$36000	$31500	415	2431	34986	33999	38500	36000	30000
METALLURGICAL	+	26	+	32810				+	177	+	33314			
MINING (INCL GEOLOGICAL)	+	29	+	32126				+	77	+	31738			
NUCLEAR	+	12	+	31699				1	33	32700	32175	*	*	*
PETROLEUM	3	17	31867	37924	*	*	*	84	198	37432	38882	42500	38200	31500
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	38	174	30899	30513	35000	30600	26000	47	354	30888	30098	35000	30500	27000
INDUSTRIAL TECHNOLOGY	+	41	+	28197				12	76	29764	28403	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	36	+	24387				1	110	27000	23552	*	*	*
ANIMAL SCIENCES	+	9	+	19578				1	38	22500	21851	*	*	*
PLANT SCIENCES	+	9	+	23659				+	24	+	21459			
NATURAL RESOURCES	+	8	+	22472				+	20	+	21342			
OTHER AGRICULTURAL SCIENC	4	18	19750	22742	*	*	*	6	55	21417	23694	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	20	331	32782	30732	36200	33500	28000	112	1093	31375	30696	35580	32050	26000
COMPUTER PROGRAMMING	+	6	+	26500				1	41	20000	27111	*	*	*
INFORMATION SCIENCES & SY	1	22	31500	28066	*	*	*	36	222	29329	29218	31500	30000	27000
SYSTEMS ANALYSIS	+	9	+	27599				+	17	+	27521			
HEALTH SCIENCES														
ALLIED HEALTH	+	22	+	27957				10	177	27626	29443	*	*	*
HEALTH SCIENCES	2	9	25500	26056	*	*	*	2	50	25500	21861	*	*	*
NURSING	+	142	+	27476				+	392	+	29596			
PHARMACY	+	68	+	39611				+	124	+	39533			
SCIENCES														
ACTUARIAL	+	10	+	29008				+	36	+	31392			
ARCHITECTURAL & ENVIRONME	+	11	+	23464				4	29	27575	26017	*	*	*
BIOLOGICAL	+	29	+	22887				7	90	21503	21917	*	*	*
CHEMISTRY	+	24	+	25927				4	104	30635	26836	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	6	+	28837				4	33	34050	28463	*	*	*
MATHEMATICS	6	87	29267	26238	*	*	*	15	249	27320	27370	*	*	*
PHYSICS	+	29	+	29732				4	50	26049	29227	*	*	*
OTHER PHYSICAL & EARTH SC	+	9	+	23406				1	16	19747	24140	*	*	*
POLYMER SCIENCE	+	+	+	+				+	3	+	34367			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	435	6590						2856	24279					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	41	653	$26724	$27522	$28500	$27000	$26000	298	2697	$26910	$27246	$30000	$27000	$24000
ACCOUNTING (PRIVATE)	5	226	25554	24600	*	*	*	128	1001	26150	25049	29000	27000	23000
COMMERCIAL BANKING (CNSMR	1	58	23500	23217	*	*	*	9	165	24167	22408	*	*	*
COMMERCIAL BANKING (LENDG	+	65	+	23338				8	202	25082	23638	*	*	*
INVESTMT BANKING (CORP FN	+	25	+	29594				4	68	30125	29245	*	*	*
INVESTMT BANKNG (M & A)	1	3	25000	24980	*	*	*	1	8	25000	28493	*	*	*
INVESTMT BANKG (REAL EST)	+	6	+	23107				+	12	+	22428			
INVESTMT BANKG (SALES & T	+	20	+	23612				5	46	27898	24270	*	*	*
FINANCIAL/TREASURY ANALYS	4	140	27125	26439	*	*	*	48	544	27347	27184	32000	27500	21500
PORTFOLIO MGMT/BROKERAGE	+	15	+	23987				2	65	26250	24872	*	*	*
UNDERWRITING	1	61	23000	25246	*	*	*	13	200	22655	24681	*	*	*
INSURANCE - CLAIMS	7	66	24871	23773	*	*	*	16	179	24926	23149	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	1	22	28000	21951	*	*	*	1	54	28000	21100	*	*	*
MEDIA PLANNING	+	13	+	22155				1	30	16640	21065	*	*	*
REPORTING	+	10	+	15600				1	32	15600	17540	*	*	*
PRODUCTION	+	43	+	29100				+	98	+	26403			
PUBLIC RELATIONS	1	32	26100	21669	*	*	*	2	86	22050	20912	*	*	*
WRITING / EDITING	1	25	16300	20773	*	*	*	3	63	24133	20711	*	*	*
MARKETING														
ADVERTISING	1	23	12000	19795	*	*	*	3	66	18667	20815	*	*	*
BRAND/PRODUCT MANAGEMENT	2	56	24680	25978	*	*	*	7	181	25923	24918	*	*	*
BUYER/MERCHANDISING	7	76	22429	23642	*	*	*	19	379	23158	23542	*	*	*
DISTRIBUTION	+	26	+	23575				9	72	25896	25157	*	*	*
MARKET RESEARCH	+	29	+	22966				10	106	25096	24769	*	*	*
PURCHASING	+	30	+	27757				4	62	26425	27736	*	*	*
SALES	12	490	26140	24838	*	*	*	120	1570	24473	25205	34000	24000	17000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	16	+	23365				1	48	23284	21632	*	*	*
FINANC,TAXA, MONETARY POL	1	35	20772	23906	*	*	*	5	115	21954	23036	*	*	*
ECONOMIC PROGRAMS	+	12	+	21793				1	29	18200	21751	*	*	*
LAW ENFORCEMENT	+	22	+	23995				4	81	22176	23325	*	*	*
MILITARY	+	27	+	25370				3	82	19867	24240	*	*	*
NATIONAL SECURITY	+	4	+	23950				1	13	27000	21877	*	*	*
URBAN / REGIONAL PLANNING	+	19	+	26008				+	29	+	23655			
ENGINEERING														
BIOENGINEERING	+	18	+	38784				+	27	+	35064			
DESIGN / CONSTRUCT	90	362	32785	31586	38500	33000	27000	286	1239	32290	31005	37600	33000	26000
ENVIRONMENTAL/SANITATION	1	58	34560	30002	*	*	*	31	217	32164	30725	37164	32500	25296
MANUFACTURING/INDUSTRIAL	3	246	31200	32936	*	*	*	105	1226	34475	33731	38400	36000	29400
SYSTEMS / PROGRAMMING	14	82	33397	32731	*	*	*	77	323	33247	32363	36800	33300	28800
POWER SYSTEMS	5	73	34280	33273	*	*	*	25	304	34050	33228	38400	34500	32100
SOFTWARE DESIGN & DEVELOP	5	95	31900	32293	*	*	*	37	301	32143	32687	34560	32500	30000
HARDWARE DESIGN & DEVELOP	1	64	30000	35397	*	*	*	40	255	33947	34133	35700	34200	30600

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	5	78	$35600	$34533	*	*	*	44	406	$35396	$34319	$39120	$35520	$31000
TESTING	4	57	32155	31390	*	*	*	27	202	32036	30889	36000	33000	27500
PROCESS ENGINEERING	39	187	37864	37666	$40300	$38000	$35640	358	1259	38029	37659	40800	38020	34800
PROJECT ENGINEERING	35	265	35072	33406	38400	35700	31000	219	1378	34991	33960	39600	36000	28500
OTHER ENGINEERING	29	502	31443	32941	38700	31200	26000	224	1982	32750	32851	38600	32940	26400
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	8	+	25769				2	36	27500	23673	*	*	*
INDUSTRIAL HYGIENE	4	5	35000	34000	*	*	*	4	10	35000	29053	*	*	*
MEDICAL TECHNOLOGY	+	12	+	25337				7	56	26329	24888	*	*	*
NURSES / PERSONAL CARE	+	141	+	27482				+	386	+	29486			
OCCUPATIONAL THERAPY	+	1	+	16500				+	39	+	29291			
PHARMACIST	+	68	+	39537				+	125	+	39389			
PHYSICAL THERAPY	+	11	+	30987				+	35	+	29990			
RESPIRATORY THERAPY	+	+	+	+				2	5	36828	32651	*	*	*
OTHER HEALTH RELATED	1	14	28000	20119	*	*	*	4	137	21874	25753	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	11	+	21636				+	45	+	20452			
COUNSELING	1	38	15000	17831	*	*	*	3	100	16893	17382	*	*	*
FUNDRAISING / DEVELOPMENT	+	7	+	21071				+	11	+	19840			
SOCIAL WORK	+	25	+	17422				4	80	20225	17455	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	18	208	29791	28658	*	*	*	128	784	29264	28762	34000	29400	24000
INFORMATION SYSTEMS	3	103	29533	29322	*	*	*	28	356	31017	29740	34500	30800	28000
SYSTEMS ANALYSIS & DESIGN	16	144	32253	31073	*	*	*	86	488	30252	30442	35000	30000	26000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	20	+	30605				+	70	+	31759			
AGRICULTURE/NAT'L RESOURC	3	34	22000	20594	*	*	*	7	125	22943	21518	*	*	*
ARCHITECTURE	+	9	+	23200				+	19	+	25879			
CONSULTING	3	132	23333	28237	*	*	*	55	623	27911	29007	31500	28000	22000
HUMAN RESRCS /INDUS RELS	1	36	21500	23215	*	*	*	10	131	20620	23531	*	*	*
MANAGEMENT TRAINEE	29	610	22718	22633	32000	21000	19000	207	1961	22539	22726	28850	21000	18000
MATH/STATISTICIANS	+	27	+	25778				1	60	20195	24606	*	*	*
PARALEGAL	+	23	+	21967				+	48	+	21251			
RESEARCHERS NON-TECHNICAL	+	12	+	22016				1	25	24000	22326	*	*	*
RESEARCHERS - TECHNICAL	+	24	+	24757				2	67	27400	27274	*	*	*
TEACHING	39	432	20433	19484	23000	21000	17000	105	955	20214	20027	23000	20200	17000
TOTALS	435	6590						2856	24279					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	3	54	$27333	$29840	*	*	*	130	293	$32255	$30996	$39000	$31500	$27000
MBA--NON-TECH	5	198	30320	35269	*	*	*	38	560	31760	35241	41000	32002	21025
MBA--TECH	1	46	30000	37174	*	*	*	7	125	33806	38582	*	*	*
MS-BUSINESS	1	10	29358	31956	*	*	*	6	49	35526	40047	*	*	*
ECONOMICS & FINANCE (BANK	2	14	23250	35174	*	*	*	15	249	34377	41466	*	*	*
HUMAN RESOURCES (INCL LAB	+	3	+	36333				+	56	+	38573			
MANAGEMENT INFORMATION SY	+	4	+	38875				16	37	37533	36150	*	*	*
MARKETING/MKTNG MGT (RESE	1	7	33000	36718	*	*	*	11	148	37364	43182	*	*	*
COMMUNICATIONS														
ADVERTISING	+	1	+	23000				+	5	+	31200			
COMMUNICATIONS	1	3	26000	19067	*	*	*	1	11	26000	26524	*	*	*
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	30338				4	17	22025	24303	*	*	*
ELEMENTARY EDUCATION	+	9	+	21410				5	38	22300	23657	*	*	*
PHYSICAL EDUCATION	+	+	+	+				3	7	28000	23286	*	*	*
READING EDUCATION	1	3	21000	23167	*	*	*	1	4	21000	25611	*	*	*
SPECIAL EDUCATION	+	6	+	25021				3	20	20133	24141	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	2	+	38305				1	4	12300	27477	*	*	*
LETTERS	+	1	+	24000				2	8	23342	25773	*	*	*
VISUAL & PERFORMING ARTS	+	2	+	31900				1	7	21000	25432	*	*	*
HUMANITIES - OTHER	+	+	+	+				+	9	+	32760			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	3	+	27333				+	4	+	26036			
PSYCHOLOGY	+	4	+	25000				1	16	24900	23657	*	*	*
SOCIOLOGY	+	1	+	28000				1	4	20800	25200	*	*	*
SOCIAL SCIENCES - OTHER	+	3	+	35800				1	16	30000	31780	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	9	35500	36629	*	*	*	5	24	37103	36195	*	*	*
AGRICULTURAL	+	1	+	36500				1	4	35400	32225	*	*	*
BIOENGINEERING & BIOMEDIC	+	1	+	35500				+	4	+	32238			
CHEMICAL	8	27	40458	40721	*	*	*	19	95	41054	40457	*	*	*

continued

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	1	22	$35000	$32710	*	*	*	31	134	$36593	$34551	$40000	$36000	$32500
COMPUTER	+	4	+	34075				1	22	39600	38348	*	*	*
ELECTRICAL/ELECTRONIC	7	94	36886	39072	*	*	*	38	267	38344	38804	42200	39000	34000
INDUSTRIAL	1	24	41500	34963	*	*	*	2	56	36350	36121	*	*	*
MECHANICAL	2	48	41640	39002	*	*	*	26	213	38913	38114	42000	39246	35500
METALLURGICAL	+	15	+	41005				+	39	+	39105			
MINING & MINERAL	+	+	+	+				+	14	+	35007			
NUCLEAR	+	3	+	36675				+	10	+	38086			
PETROLEUM	2	7	40600	41443	*	*	*	14	38	43664	43608	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	4	+	29250				2	13	21091	28586	*	*	*
HEALTH SCIENCES	2	6	26750	25917	*	*	*	3	23	24500	25901	*	*	*
NURSING	+	1	+	23000				+	5	+	49000			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	35810				2	9	27750	28702	*	*	*
ARCHITECTURAL & ENVIRONME	+	2	+	25150				+	3	+	26127			
BIOLOGICAL	+	4	+	20350				+	9	+	22384			
CHEMISTRY	+	5	+	31403				1	18	22000	33575	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	2	23	33980	38990	*	*	*	14	160	35241	37894	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	18	+	36239				12	52	35885	36824	*	*	*
MATHEMATICS (INCL ACTUARI	+	16	+	31023				4	34	26425	30061	*	*	*
PHYSICS	+	5	+	40000				1	8	31300	35207	*	*	*
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	41	716						423	2945					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/5/91 THROUGH 8/9/91

CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	1	95	$42000	$40066	*	*	*	3	279	$40000	$42877	*	*	*
MBA--TECH	+	31	+	39415				1	102	37000	45921	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	159	+	44642				8	459	43875	47243	*	*	*
MBA--TECH	+	62	+	46447				4	223	50000	51034	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	+	196	+	49644				5	603	50500	50412	*	*	*
MBA--TECH	+	83	+	55430				2	279	55650	54219	*	*	*
TOTALS	1	626						23	1945					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	9	+	$57844				+	35	+	$58300			
ECONOMICS	+	+	+	+				+	2	+	43000			
EDUCATION														
EDUCATION ADMINISTRATION	+	14	+	46280				1	25	$30000	43780	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	2	+	54000				+	5	+	43600			
FOREIGN LANGUAGES	+	+	+	+				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	2	+	30400				+	11	+	42409			
SOCIOLOGY	+	1	+	40000				+	2	+	40000			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	7	+	55171				1	10	54080	52428	*	*	*
CHEMICAL	2	27	$53700	52654	*	*	*	20	102	52648	52992	$56000	$54000	$51000
CIVIL	+	4	+	45400				+	10	+	43060			
COMPUTER	+	5	+	58768				+	10	+	56584			
ELECTRICAL/ELECTRONIC	1	15	55000	51613	*	*	*	5	44	56840	54612	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	4	+	48879				2	16	54880	46856	*	*	*
METALLURGICAL	+	3	+	52773				+	21	+	49315			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	4	+	43638			
BIOLOGICAL	+	+	+	+				+	6	+	31800			
CHEMISTRY	+	18	+	45356				1	84	46200	47911	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	11	+	44588				2	21	41270	48205	*	*	*
MATHEMATICS	+	7	+	43429				+	13	+	41146			
PHYSICS	+	3	+	41667				+	8	+	39913			
POLYMER	+	3	+	49167				+	9	+	48667			
TOTALS	3	135						32	442					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS SEPTEMBER 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	28178 205 36300/24000			25212 9	24000 1	22800 1		29250 4	
BUSINESS ADMIN (INCL MGMT	24200 3			19557 7	31250 2	25800 5	31000 1	28988 17	
ECONOM & FINANCE (BANKING	29357 7			27122 13	28500 2	31000 3	31500 2	28831 8	
HUMAN RSRCS (incl LABOR R					18030 1				
MANAGEMENT INFO SYSTEMS					18000 1		25600 5	30000 1	
MARKETING/MARK MGMT (RESR		21500 2			16800 1	23250 2		25000 2	
COMMUNICATIONS						15000 2	21600 1		
TELECOMMUN/BROADCASTING						21300 4			
PRE-ELEMENTARY EDUCATION								10000 1	
FOREIGN LANGUAGES					25000 1				
LETTERS (incl English, Li				25000 1		12000 1	30000 1		
HUMANITIES - OTHER		19000 1				17500 1			
HISTORY				23500 1		18000 1		30000 1	
POLITICAL SCIENCE/GOVT					32000 1				
PSYCHOLOGY		19200 1					36333 3		
SOCIOLOGY						18000 1			
SOCIAL SCIENCES-OTHER							24000 1		
CHEMICAL								18780 1	34593 3
CIVIL								29000 2	29584 18
COMPUTER						36800 3	35500 4	32767 3	
ELECTRICAL/ELECTRONIC						35000 3	33250 2	30000 1	32264 3
INDUSTRIAL								30846 2	20000 1
MECHANICAL						20000 1	34000 1	31800 3	32844 9

AVERAGE SALARY OFFERS SEPTEMBER 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
METALLURGICAL							36000 1		34000 1
MINING (INCL GEOLOGICAL)									24000 1
PETROLEUM									33600 1
ENGINEERING TECHNOLOGY		15000 1					24440 1	29500 2	23000 1
NATURAL RESOURCES								21500 2	
COMPUTER SCIENCE	32000 1		28000 1	27933 3		33490 10	29839 23 37500/22000	31700 13	27000 1
INFORMATION SCIENCES & SY							27321 9	31015 13	
BIOLOGICAL								24000 1	21000 1
MATHEMATICS							31950 4	29000 2	22000 1
PHYSICS								25200 1	

AVERAGE SALARY OFFERS SEPTEMBER 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	18750 2		15000 1	38500 2		19964 4			
BUSINESS ADMIN (INCL MGMT	24429 12		20000 2	25514 7		22776 32 33000/18000			
DISTRIBUTION MANAGEMENT						24000 1			
ECONOM & FINANCE (BANKING	23664 11	27500 2		25528 14	22000 1	25650 10		22000 1	
HOTEL/RESTAURANT MGMT.			23208 12						
HUMAN RSRCS (incl LABOR R	21000 1			22500 2					
MANAGEMENT INFO SYSTEMS				35000 1		23000 2			
MARKETING/MARK MGMT (RESR	22100 4		18600 3	25000 1		24342 31 30000/20000			17680 1
ADVERTISING						28000 1			
COMMUNICATIONS	12500 1			24120 1		25250 4			20000 1
JOURNALISM						21000 1			15600 1
TELECOMMUN/BROADCASTING				21600 1		20000 1			
PRE-ELEMENTARY EDUCATION						24000 1			
TEXTILES & CLOTHING						23455 11			
MERCHANDISING MANAGEMENT						20667 3			
FOREIGN LANGUAGES	25000 1			22500 2		25000 1			
LETTERS (incl English, Li				22000 2		25667 3		19000 1	
HUMANITIES - OTHER				30000 1		22833 3			
CRIMINAL JUSTICE						23600 2		30000 1	
HISTORY	25000 1			26000 1	20000 1	19500 2			
POLITICAL SCIENCE/GOVT		12410 2		28337 3	24000 1	27667 3			
PSYCHOLOGY	23750 2			25756 2		21140 5	12000 1		
SOCIOLOGY	28000 1		25000 1	23000 1	15000 1	22000 2			

AVERAGE SALARY OFFERS SEPTEMBER 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
SOCIAL SCIENCES-OTHER				26000 1		25625 4			18200 1
ENGINEERING TECHNOLOGY						29750 2			
AGRIBUSINESS				30000 1					
COMPUTER SCIENCE	30000 1			28000 2		18000 2			
COMPUTER PROGRAMMING						26000 1			
INFORMATION SCIENCES & SY						18200 1			
HEALTH SCIENCES	30000 2								
PHARMACY						42400 3			
ACTUARIAL				27000 1					
MATHEMATICS	30000 1			32644 8					

AVERAGE SALARY OFFERS SEPTEMBER 1991 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			27500 1	24396 1	24500 1	22535 7	19407 3	19500 1	
BUSINESS ADMIN (INCL MGMT			24500 2	26500 1	18830 2	20901 6	11440 1	17400 2	17500 1
DISTRIBUTION MANAGEMENT						21023 2			
ECONOM & FINANCE (BANKING		21300 2	26235 4	25700 2		22603 13			16160 1
HUMAN RSRCS (incl LABOR R					20400 1				
MANAGEMENT INFO SYSTEMS							22500 1	20300 1	
MARKETING/MARK MGMT (RESR						14924 1			24000 1
COMMUNICATIONS			19200 1						
JOURNALISM					22000 1				
ELEMENTARY EDUCATION					22267 21 29300/20000		12000 1		
PRE-ELEMENTARY EDUCATION					11820 5				
SPECIAL EDUCATION					23534 14				
MERCHANDISING MANAGEMENT			22000 1						
FOREIGN LANGUAGES					22328 4	16644 1			
LETTERS (incl English, Li				21350 2	21000 5				
VISUAL & PERFORMING ARTS					22813 3				
HUMANITIES - OTHER					15000 1			18200 1	
CRIMINAL JUSTICE							26260 4		
HISTORY					20000 2	22000 2			
POLITICAL SCIENCE/GOVT			22650 2		20000 1	21017 3			
PSYCHOLOGY		25000 1			20099 8	19487 2	19000 1		15500 1
SOCIOLOGY					24389 3				14000 1
SOCIAL SCIENCES-OTHER			13520 1			22000 1	19090 2		18500 2

AVERAGE SALARY OFFERS SEPTEMBER 1991 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
AEROSPACE & AERONAUTICAL						26612 3			
CHEMICAL				37500 1		24878 6			
CIVIL			30950 4	31500 2		23767 4	27416 6		
COMPUTER				35000 1		26516 4			
ELECTRICAL/ELECTRONIC			31800 1	33705 15		26325 24 34000/22000			
INDUSTRIAL			31925 4			24951 3			
MECHANICAL				32826 5		26777 13			
NUCLEAR				35380 1					
PETROLEUM				40000 1					
ENGINEERING TECHNOLOGY			20000 1	17000 2	21880 2	22800 1			
AGRIBUSINESS									21000 1
COMPUTER SCIENCE			44700 1	31442 4	18000 1	28176 12	16120 1		25650 4
COMPUTER PROGRAMMING			29000 1						
INFORMATION SCIENCES & SY						21023 1			24000 1
ALLIED HEALTH					24300 2			29908 81 45000/25400	34869 15
HEALTH SCIENCES								24667 3	18250 2
NURSING					28050 2	25667 3		32933 157 55200/30000	29120 1
ACTUARIAL						25950 1			
BIOLOGICAL		29000 1			12720 2	21000 1	12000 1		
CHEMISTRY				19680 1	18667 3	25860 2		18000 1	
GEOLOGY & GEOLOGICAL SCI						16650 1			
MATHEMATICS					22250 2	22211 7			
PHYSICS					27738 3	23333 3			

AVERAGE SALARY OFFERS SEPTEMBER 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 3

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
OTHER PHYSICAL & EARTH SC					26000 1				

AVERAGE SALARY OFFERS SEPTEMBER 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					25000 1				29167 3
BUSINESS ADMIN (INCL MGMT	35000 1		15236 1			20800 2			31000 5
ECONOM & FINANCE (BANKING								28800 1	34750 2
HUMAN RSRCS (incl LABOR R				29000 1	25000 1				
MANAGEMENT INFO SYSTEMS								35000 1	25000 1
MARKETING/MARK MGMT (RESR					25000 1			24000 1	25848 4
COMMUNICATIONS			12000 1						
JOURNALISM	20800 1								
ELEMENTARY EDUCATION			12980 3						
PRE-ELEMENTARY EDUCATION			12246 6	15000 1					
SPECIAL EDUCATION			19500 4						
LETTERS (incl English, Li	12000 1								
VISUAL & PERFORMING ARTS			19200 1						
HUMANITIES - OTHER	20800 1		22000 1						32000 1
CRIMINAL JUSTICE			17900 2						
PSYCHOLOGY			16756 9						34000 1
SOCIOLOGY			16700 2						
SOCIAL SCIENCES-OTHER			17463 8						
AEROSPACE & AERONAUTICAL					32000 1				
ARCHITECTURAL								36000 1	
CHEMICAL									37110 83 40400/36000
CIVIL								27250 4	33533 3
COMPUTER									33850 2

AVERAGE SALARY OFFERS SEPTEMBER 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ELECTRICAL/ELECTRONIC					32965 7	-	34678 8	36500 2	34967 6
INDUSTRIAL							34000 3	33960 1	32815 7
MECHANICAL					30833 6		34050 8		35791 27 38600/33600
ENGINEERING TECHNOLOGY							18000 2	31200 2	37500 1
COMPUTER SCIENCE					32550 2		33600 1		32777 7
INFORMATION SCIENCES & SY									33820 5
BIOLOGICAL									28500 1
CHEMISTRY									30563 9

AVERAGE SALARY OFFERS SEPTEMBER 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPEP & WOOD P	PETROLEUM & AL
ACCOUNTING	32000 2	24913 7				23000 2		28333 3	29332 4
BUSINESS ADMIN (INCL MGMT	10000 1	28575 4		22000 1	23500 2				20000 1
DISTRIBUTION MANAGEMENT									33227 4
ECONOM & FINANCE (BANKING	27030 1	25920 5			28800 1			27800 1	28021 8
MANAGEMENT INFO SYSTEMS	29000 1	33500 2			29000 2		28000 1		35700 1
MARKETING/MARK MGMT (RESR	23000 2		21800 2	26004 1	16500 1				28775 8
COMMUNICATIONS			27200 1						
HUMANITIES - OTHER			24000 1						
HISTORY								22000 1	
POLITICAL SCIENCE/GOVT		22000 1		26000 2					
CHEMICAL		36440 3		37500 1	34620 2	38100 1		36800 3	40537 35 56000/39000
CIVIL									38500 1
COMPUTER	34305 8	33343 7							36960 1
ELECTRICAL/ELECTRONIC	32720 2	33643 31 39200/31000			33607 3	36810 4		34250 2	37115 4
INDUSTRIAL		33147 3		34800 1	33600 1			34800 1	36840 2
MECHANICAL	25000 1	34542 36 37080/32760		35000 2	33613 11		37500 1	33150 2	38224 8
METALLURGICAL					32529 16				
MINING (INCL GEOLOGICAL)						34020 3			
PETROLEUM									40230 6
ENGINEERING TECHNOLOGY	38000 1	26000 5		23400 1	26000 1				36000 1
COMPUTER SCIENCE	34744 10	34571 7			27807 6			31500 1	35499 6
INFORMATION SCIENCES & SY	29720 3								
SYSTEMS ANALYSIS		26000 1							

AVERAGE SALARY OFFERS SEPTEMBER 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
GEOLOGY & GEOLOGICAL SCI									35000 1
MATHEMATICS	29700 4								
PHYSICS	33840 1								33000 1
OTHER PHYSICAL & EARTH SC		35040 1							

AVERAGE SALARY OFFERS SEPTEMBER 1991 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING		RUBBER PRODUCT	SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
ACCOUNTING				20000	1							26258	6
BUSINESS ADMIN (INCL MGMT	25250	2								29400	7	22800	2
ECONOM & FINANCE (BANKING				25000	1								
MANAGEMENT INFO SYSTEMS				30000	1								
MARKETING/MARK MGMT (RESR	25000	1		34000	1	39600	2					27600	3
ADVERTISING												18700	1
ELEMENTARY EDUCATION										10000	1		
FOREIGN LANGUAGES												18000	1
VISUAL & PERFORMING ARTS	13000	1											
HISTORY												21000	1
SOCIOLOGY				18000	1								
AEROSPACE & AERONAUTICAL												26000	1
AGRICULTURAL												23270	1
CHEMICAL	37500	2				36960	1			37250	6	36250	4
CIVIL												28001	2
COMPUTER										36190	1		
ELECTRICAL/ELECTRONIC				31500	1	34300	1			33943	7		
INDUSTRIAL				32048	2	33800	2	30000	1			31000	3
MECHANICAL				38000	1	34200	2			34767	9	31800	1
ENGINEERING TECHNOLOGY				19500	1							26613	3
NATURAL RESOURCES												23000	1
COMPUTER SCIENCE				33500	1					36225	8	15500	2
INFORMATION SCIENCES & SY										33200	6	33000	2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
NURSING							30000 1
CHEMISTRY				32000 1			22000 1
MATHEMATICS				30000 1			

AVERAGE SALARY OFFERS SEPTEMBER 1991 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	26978 308 35000/24000	27140 1	35000 1	25393 29 32000/21660	29063 8	26691 11	24800 22 42000/19000	27493 46 40000/22500	
BACHELOR - TECHNICAL	30033 15				32000 1	33064 14	30304 23 35000/27600	31748 90 48000/27500	32494 30 43200/23000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	24412 25 36000/18000	22038 21 25000/19500	20154 23 24000/18000	23410 35 30000/20800		21699 147 32000/17000	29667 3	25135 3	18000 1
BACHELOR - TECHNICAL		22000 1		28786 7		28542 10		26500 1	

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	25500 2		21849 17	27755 11	20140 100 30600/16800	20848 27 27000/16973	20691 6	19739 7	22750 4
BACHELOR - TECHNICAL		34756 5	31034 13	31619 39 36700/28850	21296 10	26062 47 36500/21000	27163 38 35040/24912	27336 10	29733 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	27000 3		17000 3	22000 2	27334 2		18725 4	24650 4	22600 5
BACHELOR - TECHNICAL				30000 1	30883 51 37400/28020	22900 5	35223 8	32173 47 46800/27000	37008 193 43000/34500

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	25973 22 42000/20000	28266 16	26404 24 33000/21000	28231 13	20000 1			22333 3	28188 169 39580/26000
BACHELOR - TECHNICAL	33000 93 42000/30000	33043 134 39600/30000	35200 17	33410 6	33200 4		34540 3	34955 20 40800/30000	36163 645 55100/30600

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	24733 3				19867 3	23640 15	
BACHELOR - TECHNICAL	34800 2		31704 11	31500 1	24000 1	33888 50 45000/28500	

AVERAGE SALARY OFFERS SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	30900 5	49000 1		28000 1	21750 2	34000 1	32626 6	35000 2	
MBA--TECH								38000 1	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	40000 1			45000 1					
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH					24200 2	20200 1			
MBA--TECH				34800 1	33000 1				

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH	14400 1								
MBA--TECH									29150 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH			27000 1	39900 1					35667 9
MBA--TECH									36270 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							25408 3
MBA--TECH							

AVERAGE SALARY OFFERS SEPTEMBER 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	26937 283 35000/24000	25952 108 30600/23000	22750 4						28688 4
BUSINESS ADMIN (INCL MGMT	27667 3		27500 2		37500 1			26500 1	24000 1
ECONOM & FINANCE (BANKING	26469 7	27379 17	23500 1	25082 8	27667 3	25000 1		26997 3	27540 40 36000/22000
MANAGEMENT INFO SYSTEMS	32000 1	27000 1							
MARKETING/MARK MGMT (RESR			24000 2						18000 1
COMMUNICATIONS	18000 1								
ELECTRICAL/ELECTRONIC	23096 1								
INDUSTRIAL									31800 1
PETROLEUM									22500 1
COMPUTER SCIENCE	28000 1							32000 1	
INFORMATION SCIENCES & SY		26020 2							
ARCHITECTURAL & ENVIRONME	26500 1								

AVERAGE SALARY OFFERS SEPTEMBER 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT		22667 3	25688 5						
ECONOM & FINANCE (BANKING	26250 2	23375 4	23855 4						
HUMAN RSRCS (incl LABOR R		22500 1							
MANAGEMENT INFO SYSTEMS		13200 1							
MARKETING/MARK MGMT (RESR		24773 3	22487 3						
REAL ESTATE			16000 1						
ADVERTISING				28000 1				26100 1	
JOURNALISM					16640 1	15600 1		18000 1	22400 2
LETTERS (incl English, Li									27600 1
INDUSTRIAL		23000 1							
ENGINEERING TECHNOLOGY			30000 2						
CHEMISTRY			31500 1						

AVERAGE SALARY OFFERS SEPTEMBER 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									20617 4
BUSINESS ADMIN (INCL MGMT		28680 2	22000 1	23333 3			22000 4		
ECONOM & FINANCE (BANKING			28350 2		29321 3		24093 14		27300 1
HOTEL/RESTAURANT MGMT.							28000 1		
HUMAN RSRCS (incl LABOR R			24500 1						
MANAGEMENT INFO SYSTEMS			28500 1				42000 1		
MARKETING/MARK MGMT (RESR	16000 2	24820 5	22513 8	25988 3	23167 6	26425 4	23419 69 42000/17000		
ADVERTISING							24700 1		
COMMUNICATIONS							18117 6		
JOURNALISM					24000 1		24000 2		
HUMAN ECOLOGY (HOME ECONO			20600 2						
TEXTILES & CLOTHING			21750 4						
MERCHANDISING MANAGEMENT								23284 1	
FOREIGN LANGUAGES							[illegible]000 1		
LETTERS (incl English, Li	24000 1						17500 1		
HISTORY							19000 2		
POLITICAL SCIENCE/GOVT							23333 3		
PSYCHOLOGY							22500 1		
AEROSPACE & AERONAUTICAL							30500 1		
CHEMICAL							37028 3		
COMPUTER							30000 1		
ELECTRICAL/ELECTRONIC							35521 5		
MECHANICAL				31800 2					

AVERAGE SALARY OFFERS SEPTEMBER 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ANIMAL SCIENCES							22500 1		
COMPUTER SCIENCE				21500 1			32460 1		
BIOLOGICAL							34008 1		
CHEMISTRY							34000 1		

AVERAGE SALARY OFFERS - SEPTEMBER 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT		20000 1							
LETTERS (incl English, Li	18200 1								
HUMANITIES - OTHER			22000 1						
CRIMINAL JUSTICE		22901 3							
HISTORY			16000 1	27000 1					
AEROSPACE & AERONAUTICAL							30830 9		
AGRICULTURAL							32500 1	31000 1	29500 1
ARCHITECTURAL							32458 31 38000/25500	29800 2	31800 1
CHEMICAL							33426 7	33760 10	36247 11
CIVIL							29823 76 42200/25068	32624 14	34800 1
ELECTRICAL/ELECTRONIC							33498 42 37400/30120		34615 21 39528/30000
INDUSTRIAL									29695 6
MECHANICAL							34119 94 54800/29112	30853 3	35150 50 39500/29520
PETROLEUM							33196 4		37300 6
ENGINEERING TECHNOLOGY							30242 18		30967 3
INDUSTRIAL TECHNOLOGY							30717 3		29154 5
COMPUTER SCIENCE							35000 1		
BIOLOGICAL								19600 1	
GEOLOGY & GEOLOGICAL SCI			21600 1						

AVERAGE SALARY OFFERS SEPTEMBER 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	29400 1								
MANAGEMENT INFO SYSTEMS	32800 3								30600 1
AEROSPACE & AERONAUTICAL	33000 2	21201 1	32288 4			27785 4		29222 4	30054 9
AGRICULTURAL								33000 2	31120 5
ARCHITECTURAL						30333 3			24150 1
CHEMICAL	37500 2				37830 10		38216 265 55100/35640	32271 27 43200/25560	35919 17
CIVIL	34400 1				33500 1	35500 1		30455 5	33180 10
COMPUTER	30133 3		33540 1						
ELECTRICAL/ELECTRONIC	33454 52 39240/30500	35517 20 39000/32400	32285 26 37000/30000	33775 38 39000/30600	34138 13	33760 7	34788 8	34302 40 45000/31000	32011 63 40000/26500
INDUSTRIAL							35400 1	32000 7	29230 10
MECHANICAL	32500 3	27001 2	33500 1	37200 2	34467 18	32818 11	36194 56 39600/33000	36553 102 54000/31800	33976 68 43200/29000
NUCLEAR									32700 1
PETROLEUM					40000 1	30000 1	40947 28 55000/35100	36809 23 45000/32000	35857 19
ENGINEERING TECHNOLOGY	30000 2	33600 1	30000 1					32780 5	29760 10
INDUSTRIAL TECHNOLOGY								30500 2	29125 2
COMPUTER SCIENCE	33665 8	32100 1	30928 4					30600 1	
ARCHITECTURAL & ENVIRONME									27933 3
CHEMISTRY									23500 1
GEOLOGY & GEOLOGICAL SCI					41400 1				30000 1
PHYSICS								30000 1	26098 2

AVERAGE SALARY OFFERS SEPTEMBER 1991 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING	30000 1								
BUSINESS ADMIN (INCL MGMT	25000 1								
PSYCHOLOGY									15498 2
BIOENGINEERING & BIOMEDIC									28500 1
ENGINEERING TECHNOLOGY		35000 4							
ALLIED HEALTH			26329 7					36828 2	
HEALTH SCIENCES									28000 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					28200 1		28200 1		
BUSINESS ADMIN (INCL MGMT				20633 3	26500 2	30600 1	25000 1		
ECONOM & FINANCE (BANKING					25000 1		28933 3		
MANAGEMENT INFO SYSTEMS					28050 55 35000/24000	30869 16	28654 39 36100/24000		
MARKETING/MARK MGMT (RESR							20000 1		25000 1
COMMUNICATIONS							29600 1		
SPECIAL EDUCATION							35000 1		
HUMAN ECOLOGY (HOME ECONO		17000 1							
LETTERS (incl English, Li					28200 1				
PSYCHOLOGY		16840 2							
SOCIAL SCIENCES-OTHER				19000 1					
COMPUTER					31200 3		30150 1		
ELECTRICAL/ELECTRONIC					31200 1				
MECHANICAL					23040 1				
AGRIBUSINESS									27000 1
OTHER AGRICULTURAL SCIENC									22625 4
COMPUTER SCIENCE					31356 42 36000/27600	31548 8	32760 34 38500/29000		
COMPUTER PROGRAMMING					20000 1				
INFORMATION SCIENCES & SY					29558 18	31000 1			
BIOLOGICAL									18100 1
MATHEMATICS					25900 2	30300 2	28900 4		

AVERAGE SALARY OFFERS SEPTEMBER 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		28000 2		21540 5					
BUSINESS ADMIN (INCL MGMT		27500 1	20233 3	21167 55 45000/18000					21500 1
ECONOM & FINANCE (BANKING		27916 16		24525 27 39580/19000			24000 1		
HOTEL/RESTAURANT MGMT.				20373 16					
HUMAN RSRCS (incl LABOR R			17000 1						
MANAGEMENT INFO SYSTEMS		30017 6		29600 1					
MARKETING/MARK MGMT (RESR		24500 4	22250 2	23185 66 33000/19000					
REAL ESTATE				22000 1					
COMMUNICATIONS			21000 1	21833 6					
JOURNALISM		26000 2		20760 5					
ELEMENTARY EDUCATION									19701 69 26000/17000
PHYSICAL EDUCATION									21826 8
SPECIAL EDUCATION									21635 8
HUMAN ECOLOGY (HOME ECONO				20000 1					
TEXTILES & CLOTHING				20500 1					
MERCHANDISING MANAGEMENT				19014 6					
FOREIGN LANGUAGES									21000 1
LETTERS (incl English, Li									20765 3
VISUAL & PERFORMING ARTS									17400 2
HUMANITIES - OTHER		20000 1		20600 1					18975 4
HISTORY		18000 1							
POLITICAL SCIENCE/GOVT				20200 1					
PSYCHOLOGY				26633 3					

AVERAGE SALARY OFFERS SEPTEMBER 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
SOCIAL SCIENCES-OTHER		21600 1							
ELECTRICAL/ELECTRONIC		28250 2							
MECHANICAL								34800 1	
PETROLEUM				20856 1					
ENGINEERING TECHNOLOGY				29400 1					
OTHER AGRICULTURAL SCIENC				19000 2					
COMPUTER SCIENCE		29750 2	21000 3	27835 3	20195 1				
INFORMATION SCIENCES & SY		29383 15							
ALLIED HEALTH									18300 1
HEALTH SCIENCES									23000 1
BIOLOGICAL				20400 1				20000 1	19206 2
CHEMISTRY				33540 1					
GEOLOGY & GEOLOGICAL SCI									43200 1
MATHEMATICS		29250 2		33000 2					19100 3
PHYSICS				22000 1					
OTHER PHYSICAL & EARTH SC									19747 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26920 295 35000/24000	26152 126 31000/23000	24167 9	25082 8	30125 4	25000 1		26873 4	27355 46 42000/21500
BACHELOR - TECHNICAL	25865 3	26020 2						32000 1	27150 2

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	26250 2	22627 12	23640 13	28000 1	16640 1	15600 1		22050 2	24133 3
BACHELOR - TECHNICAL		23000 1	30500 3						

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	18667 3	25923 7	23158 19	24661 6	25096 10	26425 4	23251 106 42000/17000	23284 1	21954 5
BACHELOR - TECHNICAL				28367 3			33725 14		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	18200 1	22176 4	19000 2	27000 1					
BACHELOR - TECHNICAL			21600 1				32290 286 54800/26000	32164 31 43000/25296	34475 105 42500/29400

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	31950 4								
BACHELOR - TECHNICAL	33318 73 40000/29120	34050 25 39000/32100	32143 37 37000/30000	33947 40 39000/30600	35396 44 42000/31000	32036 27 40500/27500	38029 358 55100/34800	34991 219 54000/28500	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	27500 2								
BACHELOR - TECHNICAL		35000 4	26329 7					36828 2	

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL		16893 3		20225 4	27953 60 35000/24000	30853 17	28555 47 36100/24000		25000 1
BACHELOR - TECHNICAL					30421 68 36000/25200	31271 11	32297 39 38500/29000		22600 6

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		27055 34 40000/21600	20457 7	22318 195 45000/18000			24000 1		20026 96 27500/17000
BACHELOR - TECHNICAL		29298 21 31500/27500	21000 3	26142 12	20195 1			27400 2	22218 9

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No.1 February 1991

WESTERN REGION (WCPA)

Arizona State University
California Institute of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Irvine - Graduate School of Management
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Point Loma Nazarene College
Portland State University
University of Redlands
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California - Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Western** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the inferim period (January 11, 1991, through February 8, 1991) and cumulatively (September 1, 1990, andFebruary 8, 1991).

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	44	341	$25331	$26954	$27500	$26200	$21600	176	895	$25380	$26176	$28119	$25000	$21600
BUSINESS ADMIN (INCL MGMT	22	93	23235	23898	31200	22800	16800	53	291	23840	22972	31000	24000	17000
DISTRIBUTION MANAGEMENT	1	1	26700	26700	*	*	*	1	3	26700	26133	*	*	*
ECONOM & FINANCE (BANKING	19	102	24527	25105	*	*	*	55	294	25242	24596	30000	25000	19500
HOTEL/RESTAURANT MGMT.	+	5	+	21140				1	28	20600	21457	*	*	*
HUMAN RSRCS (incl LABOR R	4	6	25250	24000	*	*	*	8	35	27400	23736	*	*	*
MANAGEMENT INFO SYSTEMS	1	18	30000	28719	*	*	*	2	79	27000	27824	*	*	*
MARKETING/MARK MGMT (RESR	20	115	24355	24175	31000	23500	19000	45	300	24180	23429	30000	23000	18000
REAL ESTATE	+	+	+	+				2	4	21250	20080	*	*	*
COMMUNICATIONS														
ADVERTISING	1	12	23560	23105	*	*	*	2	24	23780	21761	*	*	*
COMMUNICATIONS	4	9	24015	22113	*	*	*	13	57	22979	21625	*	*	*
JOURNALISM	+	4	+	19850				2	33	18420	18324	*	*	*
TELECOMMUN/BROADCASTING	+	2	+	22019				+	6	+	20866			
EDUCATION														
ELEMENTARY EDUCATION	6	36	16196	21366	*	*	*	26	135	19114	20211	24000	21250	10975
PRE-ELEMENTARY EDUCATION	+	7	+	13868				+	21	+	17699			
PHYSICAL EDUCATION	+	1	+	21340				3	15	17065	18355	*	*	*
SPECIAL EDUCATION	+	11	+	23829				5	29	23916	23539	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				+	7	+	18171			
TEXTILES & CLOTHING	3	5	20000	19700	*	*	*	4	9	20500	21700	*	*	*
MERCHANDISING MANAGEMENT	+	6	+	20583				+	21	+	21324			
HUMANITIES														
FOREIGN LANGUAGES	+	3	+	20333				1	9	21000	21733	*	*	*
LETTERS (incl English, Li	2	9	20650	20078	*	*	*	7	35	24698	21248	*	*	*
VISUAL & PERFORMING ARTS	2	7	20500	21200	*	*	*	5	25	18073	20267	*	*	*
HUMANITIES - OTHER	3	6	23353	20993	*	*	*	6	22	23343	21224	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	3	5	20000	23466	*	*	*	3	21	20000	21365	*	*	*
HISTORY	2	4	24000	21700	*	*	*	5	14	21800	21536	*	*	*
POLITICAL SCIENCE/GOVT	6	8	24599	23699	*	*	*	9	39	21933	21781	*	*	*
PSYCHOLOGY	2	11	18000	18250	*	*	*	6	42	19547	18586	*	*	*
SOCIOLOGY	+	3	+	17739				3	26	24567	19043	*	*	*
SOCIAL SCIENCES-OTHER	+	2	+	21230				1	41	45000	19251	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	21	+	31176				7	57	29395	30445	*	*	*
AGRICULTURAL	+	3	+	29700				4	13	32375	32154	*	*	*
ARCHITECTURAL	+	12	+	31217				1	23	34032	31107	*	*	*
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	3	+	25833			
CHEMICAL	1	109	38400	37294	*	*	*	3	308	34800	37084	*	*	*
CIVIL	4	90	33767	29217	*	*	*	9	283	34019	29201	*	*	*
COMPUTER	2	29	29400	31790	*	*	*	4	49	30763	31993	*	*	*
ELECTRICAL/ELECTRONIC	12	173	33649	33193	*	*	*	22	455	32910	33036	40716	34750	26252

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 1/11/91 THROUGH 2/8/91

CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	1	2	$26400	$29700	*	*	*	1	2	$26400	$29700	*	*	*
INDUSTRIAL	2	50	28250	32040	*	*	*	6	113	31783	31811	*	*	*
MECHANICAL	1	221	26252	34131	*	*	*	13	538	30835	33979	*	*	*
METALLURGICAL	+	23	+	33558				+	41	+	33815			
MINING (INCL GEOLOGICAL)	+	4	+	33710				1	32	34000	31018	*	*	*
NUCLEAR	+	1	+	34000				+	8	+	32919			
PETROLEUM	+	29	+	38986				+	75	+	38798			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	1	33	45600	28359	*	*	*	4	54	31900	28264	*	*	*
INDUSTRIAL TECHNOLOGY	+	2	+	27000				+	9	+	24222			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	2	+	25000				6	20	23767	22075	*	*	*
ANIMAL SCIENCES	+	2	+	22000				2	12	30000	21642	*	*	*
PLANT SCIENCES	+	2	+	19000				1	4	38000	22120	*	*	*
NATURAL RESOURCES	+	3	+	18760				1	5	24000	20056	*	*	*
OTHER AGRICULTURAL SCIENC	+	6	+	28523				3	15	24667	26416	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	9	89	31512	30300	*	*	*	32	253	28988	29661	$35000	$28900	$22608
COMPUTER PROGRAMMING	+	3	+	23746				+	12	+	28695			
INFORMATION SCIENCES & SY	1	36	22000	29804	*	*	*	1	79	22000	28326	*	*	*
SYSTEMS ANALYSIS	+	+	+	+				+	1	+	18600			
HEALTH SCIENCES														
ALLIED HEALTH	+	13	+	27178				+	45	+	27835			
HEALTH SCIENCES	2	6	19864	21705	*	*	*	2	23	19864	21061	*	*	*
NURSING	+	6	+	21147				+	34	+	25366			
PHARMACY	+	4	+	37500				+	6	+	38000			
SCIENCES														
ACTUARIAL	+	1	+	23000				+	2	+	27700			
ARCHITECTURAL & ENVIRONME	+	2	+	25750				3	10	25333	25910	*	*	*
BIOLOGICAL	+	5	+	23742				+	18	+	20895			
CHEMISTRY	+	7	+	28394				+	21	+	26631			
GEOLOGY & GEOLOGICAL SCI	+	4	+	27000				+	11	+	27832			
MATHEMATICS	4	12	29925	28120	*	*	*	6	39	28114	25408	*	*	*
PHYSICS	+	1	+	33600				+	6	+	28267			
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	1	+	19747			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	185	1838						576	5240					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	22	255	$26026	$27534	$27500	$27000	$21737	90	642	$25201	$26744	$28000	$26000	$21737
ACCOUNTING (PRIVATE)	24	93	24758	25336	27000	24800	22000	73	255	25612	24411	29000	25000	22000
COMMERCIAL BANKING (CNSMR	3	5	20100	18960	*	*	*	4	19	20825	20884	*	*	*
COMMERCIAL BANKING (LENDG	+	9	+	25167				3	21	25333	22595	*	*	*
INVESTMT BANKING (CORP FN	+	1	+	21000				2	10	29250	25780	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				+	1	+	24000			
INVESTMT BANKG (REAL EST)	+	+	+	+				+	3	+	18500			
INVESTMT BANKG (SALES & T	+	+	+	+				2	6	21900	22633	*	*	*
FINANCIAL/TREASURY ANALYS	9	40	25624	25771	*	*	*	22	107	25903	25588	30000	26440	20500
PORTFOLIO MGMT/BROKERAGE	5	5	22640	22640	*	*	*	6	11	22867	22564	*	*	*
UNDERWRITING	2	13	21800	23193	*	*	*	4	39	25900	23495	*	*	*
INSURANCE - CLAIMS	2	11	23000	22498	*	*	*	5	39	23080	22954	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	+	+	+				+	9	+	20838			
MEDIA PLANNING	+	+	+	+				1	1	29000	29000	*	*	*
REPORTING	+	1	+	13960				2	10	20500	15528	*	*	*
PRODUCTION	+	7	+	31214				2	22	28500	24226	*	*	*
PUBLIC RELATIONS	+	2	+	17800				5	16	17148	18665	*	*	*
WRITING / EDITING	+	2	+	18100				+	12	+	18833			
MARKETING														
ADVERTISING	1	3	17000	20667	*	*	*	2	9	24500	21756	*	*	*
BRAND/PRODUCT MANAGEMENT	5	12	24313	25152	*	*	*	11	30	26175	25346	*	*	*
BUYER/MERCHANDISING	7	23	26829	24963	*	*	*	16	53	26611	23468	*	*	*
DISTRIBUTION	1	5	26700	26140	*	*	*	3	14	25233	25414	*	*	*
MARKET RESEARCH	1	5	28000	28400	*	*	*	3	30	27000	25045	*	*	*
PURCHASING	2	3	26900	23933	*	*	*	3	12	24433	23608	*	*	*
SALES	18	108	21950	25431	*	*	*	41	316	23792	24975	30000	24000	14000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	+	+	+				1	16	31200	19658	*	*	*
FINANC,TAXA, MONETARY POL	1	5	26400	25037	*	*	*	16	34	23572	22780	*	*	*
ECONOMIC PROGRAMS	1	1	24000	24000	*	*	*	1	3	24000	21867	*	*	*
LAW ENFORCEMENT	+	2	+	28666				1	14	20200	23551	*	*	*
MILITARY	+	4	+	24343				2	21	24432	23303	*	*	*
NATIONAL SECURITY	2	2	21000	21000	*	*	*	2	4	21000	22750	*	*	*
URBAN / REGIONAL PLANNING	+	+	+	+				+	2	+	18910			
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	4	+	24500			
DESIGN / CONSTRUCT	2	101	35017	30603	*	*	*	7	290	32224	30697	*	*	*
ENVIRONMENTAL/SANITATION	2	23	35017	30630	*	*	*	9	56	34070	30272	*	*	*
MANUFACTURING/INDUSTRIAL	2	126	27250	33950	*	*	*	8	314	29295	33615	*	*	*
SYSTEMS / PROGRAMMING	2	19	29400	31399	*	*	*	6	73	29549	32013	*	*	*
POWER SYSTEMS	1	18	41000	31601	*	*	*	5	80	36897	32740	*	*	*
SOFTWARE DESIGN & DEVELOP	+	19	+	31281				4	52	33026	31940	*	*	*
HARDWARE DESIGN & DEVELOP	1	38	31000	33970	*	*	*	1	64	31000	33457	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	1	31	$26400	$33132	*	*	*	4	104	$28850	$33208	*	*	*
TESTING	1	17	35300	30079	*	*	*	7	56	31095	30674	*	*	*
PROCESS ENGINEERING	1	98	38400	37239	*	*	*	2	274	38700	37199	*	*	*
PROJECT ENGINEERING	1	94	40000	35069	*	*	*	2	239	37000	34565	*	*	*
OTHER ENGINEERING	11	194	33485	32755	*	*	*	23	417	31565	32289	$36400	$31000	$26252
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	3	17000	21667	*	*	*	2	14	21000	25075	*	*	*
INDUSTRIAL HYGIENE	+	1	+	23832				1	2	24000	23916	*	*	*
MEDICAL TECHNOLOGY	+	12	+	26192				+	21	+	24655			
NURSES / PERSONAL CARE	+	5	+	23120				+	30	+	25073			
OCCUPATIONAL THERAPY	+	3	+	27339				+	11	+	28572			
PHARMACIST	+	4	+	37500				+	6	+	38000			
PHYSICAL THERAPY	+	+	+	+				+	1	+	13440			
RESPIRATORY THERAPY	+	+	+	+				+	1	+	34000			
OTHER HEALTH RELATED	1	7	24000	19411	*	*	*	1	44	24000	24341	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	1	+	10000				+	12	+	20517			
COUNSELING	1	6	10000	15583	*	*	*	2	26	10000	16428	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	+	+	+			
SOCIAL WORK	+	3	+	15571				+	17	+	16173			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	2	72	30000	28365	*	*	*	13	188	26908	28000	*	*	*
INFORMATION SYSTEMS	3	21	27333	31766	*	*	*	5	77	26400	28387	*	*	*
SYSTEMS ANALYSIS & DESIGN	6	35	31768	31343	*	*	*	12	119	30909	29894	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	1	4	31000	30960	*	*	*	2	6	31500	31373	*	*	*
AGRICULTURE/NAT'L RESOURC	+	13	+	22270				2	31	24500	21820	*	*	*
ARCHITECTURE	+	1	+	25000				2	5	24000	25880	*	*	*
CONSULTING	6	60	28067	28342	*	*	*	13	105	28154	28580	*	*	*
HUMAN RESRCS /INDUS RELS	4	7	26049	24076	*	*	*	6	36	27066	22577	*	*	*
MANAGEMENT TRAINEE	20	118	21646	22281	$26700	$21300	$18000	66	397	22216	21917	27000	21600	18000
MATH/STATISTICIANS	1	4	35700	27791	*	*	*	1	8	35700	24761	*	*	*
PARALEGAL	+	+	+	+				+	5	+	19000			
RESEARCHERS NON-TECHNICAL	+	+	+	+				1	2	30000	27500	*	*	*
RESEARCHERS - TECHNICAL	+	1	+	30000				2	7	33000	29879	*	*	*
TEACHING	8	62	17583	21365	*	*	*	44	265	20630	20636	27083	21907	11000
TOTALS	185	1838						576	5240					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

WCPA REGIONAL Report No. 1 FEBRUARY 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	35	+	$31229				+	102	+	$30614			
MBA--NON-TECH	7	49	$36356	34788	*	*	*	10	101	$36369	32852	*	*	*
MBA--TECH	+	4	+	40275				+	12	+	34367			
MS-BUSINESS	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	1	+	33000				2	5	32644	34562	*	*	*
HUMAN RESOURCES (INCL LAB	+	+	+	+				+	3	+	31467			
MANAGEMENT INFORMATION SY	+	1	+	27000				+	7	+	33886			
MARKETING/MKTNG MGT (RESE	+	1	+	40300				+	2	+	41150			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	+	+	+				+	5	+	26392			
JOURNALISM	+	1	+	21500				+	1	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				3	9	22363	25857	*	*	*
ELEMENTARY EDUCATION	4	4	26450	26450	*	*	*	11	24	24019	24407	*	*	*
PHYSICAL EDUCATION	+	+	+	+				1	3	14000	21000	*	*	*
READING EDUCATION	+	+	+	+				1	1	32944	32944	*	*	*
SPECIAL EDUCATION	+	+	+	+				5	5	25958	25958	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	1	+	21000			
LETTERS	+	1	+	24000				+	3	+	20500			
VISUAL & PERFORMING ARTS	+	+	+	+				+	1	+	21325			
HUMANITIES - OTHER	+	1	+	35000				+	1	+	35000			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	7	+	26573			
SOCIOLOGY	+	1	+	24000				+	1	+	24000			
SOCIAL SCIENCES - OTHER	+	4	+	36575				+	11	+	31826			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	1	+	34000				+	7	+	35017			
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	+	+	+			

continued

WCPA REGIONAL Report No. 1 FEBRUARY 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CHEMICAL	+	7	+	$39643				+	15	+	$39476			
CIVIL	+	17	+	34874				+	48	+	34894			
COMPUTER	+	1	+	39600				+	1	+	39600			
ELECTRICAL/ELECTRONIC	2	21	$32927	36222	*	*	*	7	54	$37765	37410	*	*	*
INDUSTRIAL	+	6	+	39175				1	13	31000	36492	*	*	*
MECHANICAL	1	27	33846	40246	*	*	*	3	56	32082	38121	*	*	*
METALLURGICAL	+	7	+	36767				+	16	+	38014			
MINING & MINERAL	+	4	+	36825				+	13	+	35085			
NUCLEAR	+	+	+	+				+	2	+	37800			
PETROLEUM	+	4	+	43375				+	16	+	44806			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	1	+	36000				+	2	+	28000			
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	25098				+	4	+	25299			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	2	+	24679			
CHEMISTRY	+	+	+	+				+	2	+	27000			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	25	+	36340				1	49	34000	36074	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	4	+	41150				+	15	+	36507			
MATHEMATICS (INCL ACTUARI	+	3	+	29667				1	5	10000	26280	*	*	*
PHYSICS	+	1	+	22356				+	3	+	27219			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	14	233						46	632					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 1/11/91 THROUGH 2/8/91

CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	19	+	$40874				+	31	+	$36365			
MBA--TECH	+	1	+	25000				+	6	+	37667			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	18	+	38833				+	27	+	39307			
MBA--TECH	+	2	+	39850				+	2	+	39850			
OVER 4 YEARS														
MBA--NON-TECH	+	17	+	45747				+	45	+	42731			
MBA--TECH	+	1	+	33600				+	16	+	42894			
TOTALS	+	58						+	127					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/11/91 THROUGH 2/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	2	+	$50000				2	5	$62550	$54220	*	*	*
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	2	2	$29377	29377	*	*	*	4	4	35768	35768	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	1	+	30000			
FOREIGN LANGUAGES	+	1	+	28000				+	1	+	28000			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	1	+	52700				+	2	+	51350			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	1	+	54080				+	3	+	46027			
CHEMICAL	+	2	+	48000				+	4	+	48865			
CIVIL	+	3	+	42667				+	3	+	42667			
COMPUTER	+	+	+	+				+	1	+	59500			
ELECTRICAL/ELECTRONIC	+	+	+	+				1	7	57000	58457	*	*	*
INDUSTRIAL ENGINEERING	+	1	+	54000				+	1	+	54000			
MECHANICAL	+	2	+	47202				+	2	+	47202			
METALLURGICAL	+	1	+	52440				+	5	+	45288			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	1	+	36000			
BIOLOGICAL	+	1	+	33550				+	1	+	33550			
CHEMISTRY	+	+	+	+				+	12	+	46047			
GEOLOGICAL (INCL GEOPHYS)	+	1	+	51000				+	4	+	51325			
MATHEMATICS	+	+	+	+				+	5	+	35300			
PHYSICS	+	+	+	+				+	1	+	40000			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	2	18						7	64					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	25428 95 31200/22200			23533 3		32333 3	22833 3	30200 2	
BUSINESS ADMIN (INCL MGMT				21000 4			25000 1		
ECONOM & FINANCE (BANKING	21333 3			22822 5	26750 2		25000 1		
MARKETING/MARK MGMT (RESR		17000 1		25000 1			29000 1		
ADVERTISING		24000 1							
COMMUNICATIONS				22530 2			20000 1		
JOURNALISM						15000 1			
HISTORY				21000 1					
POLITICAL SCIENCE/GOVT				10000 1	16800 1	10000 1			
AGRICULTURAL								32375 4	
CIVIL									34550 2
COMPUTER						38000 1			
ELECTRICAL/ELECTRONIC							26000 1		32000 1
INDUSTRIAL	30000 1								
AGRIBUSINESS				20000 1					
ANIMAL SCIENCES				30000 1					
COMPUTER SCIENCE				28667 3			22887 8		
INFORMATION SCIENCES & SY							22000 1		
ARCHITECTURAL & ENVIRONME			23000 1						28000 1
MATHEMATICS				28000 1		35700 1			

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE		HOSPITALITY(AM		HOSPITALITY(HO		INSURANCE		LEGAL SVCS		MERCHANDISING		PERSONNEL SUPP		PROTECTIVE SER	PUBLISHING	
ACCOUNTING	25360	10			25500	2	23000	2			18000	1					
BUSINESS ADMIN (INCL MGMT	24000	2			17300	3	23960	5			20214	14					
ECONOM & FINANCE (BANKING	23310	10	28000	1			25359	3			23000	6					
HOTEL/RESTAURANT MGMT.											20600	1					
HUMAN RSRCS (incl LABOR R	30000	1					24000	1			21000	1					
MARKETING/MARK MGMT (RESR	20500	1			19000	1	33000	2			24650	14	22500	1		22000	1
REAL ESTATE	21250	2															
COMMUNICATIONS			12000	1			22000	1			22000	4					
JOURNALISM									21840	1							
TEXTILES & CLOTHING			19200	1							20933	3					
LETTERS (incl English, Li											22740	1					
HUMANITIES - OTHER							29510	1									
CRIMINAL JUSTICE											18000	1					
HISTORY											19333	3					
PSYCHOLOGY											26000	1					
INDUSTRIAL	28000	1															
OTHER AGRICULTURAL SCIENC					25000	1											
COMPUTER SCIENCE	31000	1					28333	3									
ARCHITECTURAL & ENVIRONME			25000	1													
MATHEMATICS	25000	1					31000	1									

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	22000 1		24250 2		24000 1	22232 10	25774 17		23000 1
BUSINESS ADMIN (INCL MGMT			24667 3			24382 2			17000 1
ECONOM & FINANCE (BANKING	27500 2		32000 1	36000 1			26400 1		26500 2
HUMAN RSRCS (incl LABOR R			26200 1						
MANAGEMENT INFO SYSTEMS				30000 1					
MARKETING/MARK MGMT (RESR			17500 2						24000 1
ADVERTISING						23560 1			
COMMUNICATIONS			39666 1						
ELEMENTARY EDUCATION					19478 25 28236/11000				
PHYSICAL EDUCATION					17097 2				17000 1
SPECIAL EDUCATION					23916 5				
FOREIGN LANGUAGES					21000 1				
LETTERS (incl English, Li				32000 1	35643 1	20200 1			
VISUAL & PERFORMING ARTS					16456 3				
HUMANITIES - OTHER					21950 2				
CRIMINAL JUSTICE						21000 2			
POLITICAL SCIENCE/GOVT					44400 1	15798 2	31500 2		
PSYCHOLOGY					16492 2	23100 1			
SOCIOLOGY			19500 1				31200 1		
AEROSPACE & AERONAUTICAL						27700 2			
ARCHITECTURAL							34032 1		
CIVIL				32000 1			34814 5		
COMPUTER						26252 1			

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ELECTRICAL/ELECTRONIC		35300 1		37611 6		25771 5			
INDUSTRIAL				41000 1					
MECHANICAL		33000 1		50000 1		26252 4			
PLANT SCIENCES					38000 1				
NATURAL RESOURCES							24000 1		
COMPUTER SCIENCE				28800 1		22608 1	37000 2		
HEALTH SCIENCES					23088 1				16640 1
MATHEMATICS					22983 1				

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					26500 3			25000 1	
BUSINESS ADMIN (INCL MGMT					29400 2		29000 2		31200 2
ECONOM & FINANCE (BANKING					21600 1				29500 2
HUMAN RSRCS (incl LABOR R							32000 1		
MANAGEMENT INFO SYSTEMS								24000 1	
MARKETING/MARK MGMT (RESR							21000 1		30250 4
COMMUNICATIONS	22000 1								27000 1
ELEMENTARY EDUCATION	10000 1								
LETTERS (incl English, Li									18000 1
VISUAL & PERFORMING ARTS					23000 1				
HISTORY									30000 1
PSYCHOLOGY			10000 1					25200 1	
SOCIAL SCIENCES-OTHER				45000 1					
AEROSPACE & AERONAUTICAL					30073 5				
CHEMICAL									32700 2
CIVIL								31000 1	
ELECTRICAL/ELECTRONIC					34250 2				
INDUSTRIAL					31200 1				
MECHANICAL					29370 5				
ENGINEERING TECHNOLOGY					24000 1				
AGRIBUSINESS						24033 3			24500 1
ANIMAL SCIENCES						30000 1			
OTHER AGRICULTURAL SCIENC						25000 1			

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
COMPUTER SCIENCE					33800 2				32000 1

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING	30000	2	25625	4			27000	2									28071	7
BUSINESS ADMIN (INCL MGMT	30600	2	22000	1	29233	3											31236	4
DISTRIBUTION MANAGEMENT					26700	1												
ECONOM & FINANCE (BANKING	33000	2			26200	3											30750	4
HUMAN RSRCS (incl LABOR R	30000	1	26000	1	30000	1												
MARKETING/MARK MGMT (RESR	18000	1			26000	5	29200	1										
POLITICAL SCIENCE/GOVT					21600	1												
CHEMICAL															39000	1		
COMPUTER			29400	2														
ELECTRICAL/ELECTRONIC	36400	1	34260	5														
ENIVRONMENTAL ENGINEERING			26400	1														
INDUSTRIAL	30250	2																
MECHANICAL	36000	1							30000	1								
MINING (INCL GEOLOGICAL)											34000	1						
ENGINEERING TECHNOLOGY	32000	1	45600	1														
AGRIBUSINESS					26000	1												
OTHER AGRICULTURAL SCIENC					24000	1												
COMPUTER SCIENCE	31813	8	31000	1			32000	1										
MATHEMATICS			26000	1														

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING			21600 1				23000 3
BUSINESS ADMIN (INCL MGMT							18500 2
ECONOM & FINANCE (BANKING			30000 1		14000 1		20633 3
MARKETING/MARK MGMT (RESR			22500 1		16350 2	23000 1	21867 3
COMMUNICATIONS						23000 1	
LETTERS (incl English, Li					21000 1		23300 1
VISUAL & PERFORMING ARTS							18000 1
HUMANITIES - OTHER					21000 1		22825 2
SOCIOLOGY						23000 1	
ENGINEERING TECHNOLOGY	26000 1						

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	25303 98 31200/22200	20500 2		21751 17	23433 3	24400 5	23929 7	30200 2	
BACHELOR - TECHNICAL	30000 1		23000 1	27333 6		36850 2	23109 10	32375 4	32275 4

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	24142 26 32000/20000	19733 3	20317 6	25559 15	21840 1	22025 50 45000/18000	22500 1		22000 1
BACHELOR - TECHNICAL	28000 3	25000 1	25000 1	29000 4					

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	25667 3		24988 11	32667 3	20745 43 44400/11000	21660 19	26608 21 39000/23000		22333 6
BACHELOR - TECHNICAL		34150 2		37747 10	28024 3	26010 13	34011 9		16640 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	16000 2		10000 1	45000 1	26129 7		27750 4	24733 3	28855 11
BACHELOR - TECHNICAL					30532 16	25420 5		31000 1	30475 4

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	29400 8	25083 6	26757 14	27733 3					29630 15
BACHELOR - TECHNICAL	32262 13	32645 11	25000 2	32000 1	30000 1	34000 1		39000 1	

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL			24700 3		17740 5	23000 3	
BACHELOR - TECHNICAL	26000 1						

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	25330 88 31200/22200	25782 63 50000/22000		25000 1	32000 1				26920 3
BUSINESS ADMIN (INCL MGMT			19900 2						27000 1
ECONOM & FINANCE (BANKING	19500 2	26367 6	21750 2		26500 1			27000 1	26239 15
MARKETING/MARK MGMT (RESR									20500 1
REAL ESTATE									18500 1
ADVERTISING		23780 2							
VISUAL & PERFORMING ARTS		23000 1							
HUMANITIES - OTHER									29510 1
HISTORY				21000 1					
POLITICAL SCIENCE/GOVT								16800 1	
ANIMAL SCIENCES				30000 1					
HEALTH SCIENCES		16640 1							

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING		20000 1					27000 1		
BUSINESS ADMIN (INCL MGMT	19100 2	29800 2	22000 1				30000 1	17300 3	
ECONOM & FINANCE (BANKING	25000 2	24000 1							
HUMAN RSRCS (incl LABOR R			24000 1						
MARKETING/MARK MGMT (RESR			36000 1		29000 1				
REAL ESTATE	24000 1								
COMMUNICATIONS			22000 1					12000 1	
JOURNALISM						15000 1		21840 1	
POLITICAL SCIENCE/GOVT			11400 1						
MATHEMATICS	25000 1					26000 1			

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									23383 15
BUSINESS ADMIN (INCL MGMT		25653 5	29587 9			26900 2	11000 2		
DISTRIBUTION MANAGEMENT				26700 1					
ECONOM & FINANCE (BANKING		20000 1			28000 2	19500 1	22567 6		26400 1
HUMAN RSRCS (incl LABOR R							30000 1		
MARKETING/MARK MGMT (RESR	17000 1	19000 1	21800 5	24500 2	25000 1		26017 18		
COMMUNICATIONS		31333 2					28500 2		
LETTERS (incl English, Li	32000 1	23300 1							
VISUAL & PERFORMING ARTS							18000 1		
HISTORY							20000 2		
POLITICAL SCIENCE/GOVT							15800 2		
PSYCHOLOGY			26000 1				25200 1		
SOCIOLOGY								31200 1	
ELECTRICAL/ELECTRONIC		34700 1							
MECHANICAL							30000 1		
AGRIBUSINESS			24500 1				28000 2		
ANIMAL SCIENCES							30000 1		
COMPUTER SCIENCE							15996 2		

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT			25764 1						22000 1
LETTERS (incl English, Li		20200 1							
CRIMINAL JUSTICE				21000 2					
POLITICAL SCIENCE/GOVT	24000 1								
PSYCHOLOGY			23100 1						
AEROSPACE & AERONAUTICAL									30160 1
AGRICULTURAL								32750 2	
ARCHITECTURAL							34032 1		
CHEMICAL							27000 1		
CIVIL							35017 2	34189 6	
COMPUTER							38000 1		
ELECTRICAL/ELECTRONIC								36000 1	26000 1
INDUSTRIAL									29850 2
MECHANICAL							28500 1		32250 2
ENGINEERING TECHNOLOGY									32000 1
ARCHITECTURAL & ENVIRONME							28000 1		

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT									31000 1
ECONOM & FINANCE (BANKING								40000 1	
AEROSPACE & AERONAUTICAL	32240 1				25000 1	29591 4			
AGRICULTURAL									36000 1
CHEMICAL							38700 2		
CIVIL									31000 1
COMPUTER	28351 3								
ELECTRICAL/ELECTRONIC		36078 3		31000 1		33650 2			32368 13
ENIVRONMENTAL ENGINEERING					26400 1				
INDUSTRIAL						32000 1			
MECHANICAL		38126 2			32000 2				27521 5
MINING (INCL GEOLOGICAL)								34000 1	
ENGINEERING TECHNOLOGY									34800 2
COMPUTER SCIENCE	30000 2		33026 4						

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	17000 1								
ECONOM & FINANCE (BANKING	25000 1								
MARKETING/MARK MGMT (RESR									24000 1
NATURAL RESOURCES		24000 1							

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING				-		26000 1			
BUSINESS ADMIN (INCL MGMT					25200 1				
ECONOM & FINANCE (BANKING								32000 1	
MANAGEMENT INFO SYSTEMS						27000 2			
COMMUNICATIONS					20000 1				
PSYCHOLOGY		10000 2							
INDUSTRIAL							41000 1		
OTHER AGRICULTURAL SCIENC				-					24500 2
COMPUTER SCIENCE					27691 11	30000 1	30191 10		
INFORMATION SCIENCES & SY						22000 1			
MATHEMATICS							28000 1	31000 1	

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		34000 1		18000 1					
BUSINESS ADMIN (INCL MGMT				21982 17			30000 1		
ECONOM & FINANCE (BANKING		22667 3		23033 6				33000 2	
HOTEL/RESTAURANT MGMT.				20600 1					
HUMAN RSRCS (incl LABOR R			28067 3	27000 3					
MARKETING/MARK MGMT (RESR			19000 1	22692 12					
COMMUNICATIONS		22000 1		20612 5					
ELEMENTARY EDUCATION									19114 26 28236/10975
PHYSICAL EDUCATION		17000 1							17097 2
SPECIAL EDUCATION									23916 5
TEXTILES & CLOTHING				20500 4					
FOREIGN LANGUAGES									21000 1
LETTERS (incl English, Li				20580 3					35643 1
VISUAL & PERFORMING ARTS									16456 3
HUMANITIES - OTHER				22217 3					21950 2
CRIMINAL JUSTICE				18000 1					
HISTORY				24000 2					
POLITICAL SCIENCE/GOVT		44400 1	29598 2	10000 1					
PSYCHOLOGY									22983 1
SOCIOLOGY				21250 2					
SOCIAL SCIENCES-OTHER				45000 1					
AGRICULTURAL		28000 1							
INDUSTRIAL		29000 2							

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ENGINEERING TECHNOLOGY				26000 1					
AGRIBUSINESS		27600 1		17250 2					
PLANT SCIENCES									38000 1
OTHER AGRICULTURAL SCIENC				25000 1					
COMPUTER SCIENCE		33500 2							
HEALTH SCIENCES									23088 1
ARCHITECTURAL & ENVIRONME	24000 2								
MATHEMATICS					35700 1				22983 1

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	25201 90 31200/21737	25737 72 50000/22000	20825 4	23000 2	29250 2			21900 2	25903 22 37000/20500
BACHELOR - TECHNICAL		16640 1		30000 1					

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	22440 5	25900 4	23080 5		29000 1	15000 1	28500 2	17148 5	
BACHELOR - TECHNICAL	25000 1					26000 1			

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	24500 2	25323 10	26752 15	25233 3	27000 3	24433 3	23643 35 45000/14000	31200 1	23572 16
BACHELOR - TECHNICAL		34700 1	24500 1				24665 6		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	24000 1	20200 1	24432 2	21000 2					22000 1
BACHELOR - TECHNICAL							32224 7	34070 9	30337 7

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL								40000 1	
BACHELOR - TECHNICAL	29549 6	36897 5	33026 4	31000 1	28850 4	31095 7	38700 2	34000 1	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	21000 2								
BACHELOR - TECHNICAL		24000 1							

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 [illegible] # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL		10000 2			22600 2	26667 3		32000 1	
BACHELOR - TECHNICAL					27691 11	26000 2	30909 12	31000 1	24500 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		26486 7	27066 6	22270 62 45000/18000			30000 1	33000 2	20089 41 35643/11000
BACHELOR - TECHNICAL	24000 2	30100 6		21375 4	35700 1				28024 3

AVERAGE SALARY OFFERS FEBRUARY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 2/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	31233 3			29496 2					
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	47500 2								
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH					39000 1				
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	38500 2								
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 2 March 1991

WESTERN REGION (WCPA)

Arizona State University
California Institute of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Irvine - Graduate School of Management
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Point Loma Nazarene College
Portland State University
University of Redlands
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California - Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Western** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (February 8, 1991, through March 8, 1991) and cumulatively (September 1, 1990, and March 8, 1991).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 2/8/91 THROUGH 3/8/91

CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	10	421	$24960	$28375	*	*	*	197	1618	$25411	$26603	$28200	$25000	$21737
BUSINESS ADMIN (INCL MGMT	1	47	37500	24948	*	*	*	56	431	24107	23096	31200	24000	17000
DISTRIBUTION MANAGEMENT	+	5	+	28500				1	8	26700	27613	*	*	*
ECONOM & FINANCE (BANKING	2	87	27250	26679	*	*	*	61	464	25537	25002	30000	26000	20000
HOTEL/RESTAURANT MGMT.	+	9	+	20061				1	38	20600	21097	*	*	*
HUMAN RSRCS (incl LABOR R	+	8	+	25375				9	46	27133	24027	*	*	*
MANAGEMENT INFO SYSTEMS	+	17	+	29077				5	164	30196	27781	*	*	*
MARKETING/MARK MGMT (RESR	3	69	26400	25528	*	*	*	49	456	24294	23540	30000	23100	18000
REAL ESTATE	+	+	+	+				2	4	21250	20080	*	*	*
COMMUNICATIONS														
ADVERTISING	+	9	+	22433				2	35	23780	21767	*	*	*
COMMUNICATIONS	+	23	+	21644				13	104	22979	21583	*	*	*
JOURNALISM	+	18	+	20510				2	59	18420	18833	*	*	*
TELECOMMUN/BROADCASTING	+	8	+	26250				+	17	+	23106			
EDUCATION														
ELEMENTARY EDUCATION	1	27	11000	18665	*	*	*	28	191	19391	19937	27083	21250	10975
PRE-ELEMENTARY EDUCATION	+	+	+	+				+	25	+	17139			
PHYSICAL EDUCATION	+	1	+	16305				3	21	17065	19120	*	*	*
SPECIAL EDUCATION	+	2	+	23000				5	36	23916	23017	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				+	9	+	19411			
TEXTILES & CLOTHING	+	13	+	20015				4	23	20500	20978	*	*	*
MERCHANDISING MANAGEMENT	+	3	+	21833				+	24	+	21388			
HUMANITIES														
FOREIGN LANGUAGES	+	5	+	19484				1	15	21000	21434	*	*	*
LETTERS (incl English, Li	1	13	30000	22346	*	*	*	10	52	24788	21681	*	*	*
VISUAL & PERFORMING ARTS	1	14	24000	17767	*	*	*	6	42	19061	19738	*	*	*
HUMANITIES - OTHER	1	10	22000	23248	*	*	*	7	32	23151	21856	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	9	+	19650				3	37	20000	21057	*	*	*
HISTORY	+	7	+	18034				5	24	21800	20447	*	*	*
POLITICAL SCIENCE/GOVT	+	13	+	21540				11	60	22309	21665	*	*	*
PSYCHOLOGY	1	20	27000	19419	*	*	*	7	74	20612	18802	*	*	*
SOCIOLOGY	2	8	25500	20150	*	*	*	5	38	24940	18943	*	*	*
SOCIAL SCIENCES-OTHER	1	12	25000	19205	*	*	*	2	56	35000	19088	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	6	+	28110				8	74	29621	30318	*	*	*
AGRICULTURAL	+	1	+	25000				4	17	32375	31471	*	*	*
ARCHITECTURAL	+	1	+	29700				1	26	34032	30727	*	*	*
BIOENGINEERING & BIOMEDIC	+	1	+	30000				+	4	+	26875			
CHEMICAL	+	120	+	37985				3	685	34800	36990	*	*	*
CIVIL	2	50	31350	31054	+	+	+	12	390	33572	29798	*	*	*
COMPUTER	+	10	+	34270				6	73	32593	32056	*	*	*
ELECTRICAL/ELECTRONIC	+	94	+	33073				33	737	33840	32943	40716	34100	26252

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				1	2	$26400	$29700	*	*	*
INDUSTRIAL	+	14	+	$33673				10	164	32599	32058	*	*	*
MECHANICAL	2	144	$35600	34333	*	*	*	23	891	31541	33897	$33000	$31000	$26252
METALLURGICAL	+	9	+	33904				+	54	+	33803			
MINING (INCL GEOLOGICAL)	+	+	+	+				1	32	34000	31018	*	*	*
NUCLEAR	+	+	+	+				+	9	+	32895			
PETROLEUM	+	22	+	40664				+	123	+	38486			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	3	10	30733	29770	*	*	*	12	97	31092	27814	*	*	*
INDUSTRIAL TECHNOLOGY	+	3	+	31500				+	12	+	26042			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	5	15	25200	22263	*	*	*	14	43	24257	21949	*	*	*
ANIMAL SCIENCES	2	8	24600	20805	*	*	*	4	23	27300	21528	*	*	*
PLANT SCIENCES	+	2	+	20000				1	6	38000	21413	*	*	*
NATURAL RESOURCES	1	1	28080	28080	*	*	*	2	8	26040	21095	*	*	*
OTHER AGRICULTURAL SCIENC	3	5	25897	24338	*	*	*	6	23	25282	25440	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	47	+	31146				34	395	29488	30153	35000	29500	22608
COMPUTER PROGRAMMING	+	+	+	+				+	15	+	29123			
INFORMATION SCIENCES & SY	+	22	+	30948				1	102	22000	28800	*	*	*
SYSTEMS ANALYSIS	+	2	+	23500				+	3	+	21867			
HEALTH SCIENCES														
ALLIED HEALTH	+	10	+	29696				+	59	+	27774			
HEALTH SCIENCES	+	1	+	24500				2	26	19864	20944	*	*	*
NURSING	+	3	+	25333				+	55	+	27964			
PHARMACY	+	21	+	40099				+	27	+	39633			
SCIENCES														
ACTUARIAL	+	2	+	22750				+	4	+	25225			
ARCHITECTURAL & ENVIRONME	+	1	+	25000				4	15	24250	25927	*	*	*
BIOLOGICAL	1	7	23800	21902	*	*	*	1	30	23800	20410	*	*	*
CHEMISTRY	+	2	+	28840				+	37	+	27625			
GEOLOGY & GEOLOGICAL SCI	+	3	+	23267				+	17	+	27691			
MATHEMATICS	+	8	+	21746				7	61	27598	25595	*	*	*
PHYSICS	+	+	+	+				+	13	+	28176			
OTHER PHYSICAL & EARTH SC	+	2	+	18400				+	4	+	20637			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	43	1525						685	8559					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	9	371	$24344	$28512	*	*	*	109	1234	$25300	$27135	$28000	$26000	$22200
ACCOUNTING (PRIVATE)	3	55	28333	27180	*	*	*	78	396	25650	24744	29000	25000	22000
COMMERCIAL BANKING (CNSMR	+	5	+	25600				5	28	21460	21850	*	*	*
COMMERCIAL BANKING (LENDG	+	10	+	24920				3	34	25333	23065	*	*	*
INVESTMT BANKING (CORP FN	+	+	+	+				2	13	29250	25577	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				+	1	+	24000			
INVESTMT BANKG (REAL EST)	+	1	+	20000				+	4	+	18875			
INVESTMT BANKG (SALES & T	+	+	+	+				2	11	21900	23963	*	*	*
FINANCIAL/TREASURY ANALYS	1	30	29000	28731	*	*	*	23	167	26037	26242	30000	26880	20500
PORTFOLIO MGMT/BROKERAGE	+	+	+	+				6	16	22867	21160	*	*	*
UNDERWRITING	+	16	+	24000				5	71	27020	23705	*	*	*
INSURANCE - CLAIMS	+	6	+	19849				6	51	23400	22344	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	1	4	24000	17145	*	*	*	1	14	24000	19295	*	*	*
MEDIA PLANNING	+	1	+	35000				1	5	29000	25460	*	*	*
REPORTING	+	+	+	+				2	13	20500	14975	*	*	*
PRODUCTION	+	7	+	21377				2	35	28500	24503	*	*	*
PUBLIC RELATIONS	+	11	+	20603				5	30	17148	19384	*	*	*
WRITING / EDITING	1	7	30000	21586	*	*	*	1	20	30000	19635	*	*	*
MARKETING														
ADVERTISING	+	5	+	18800				2	17	24500	20135	*	*	*
BRAND/PRODUCT MANAGEMENT	+	11	+	19066				13	68	25464	23855	*	*	*
BUYER/MERCHANDISING	+	37	+	21831				16	99	26611	22841	*	*	*
DISTRIBUTION	+	8	+	29558				3	30	25233	26709	*	*	*
MARKET RESEARCH	+	2	+	27500				4	39	26500	25261	*	*	*
PURCHASING	+	3	+	29293				3	17	24433	24787	*	*	*
SALES	7	87	27243	25831	*	*	*	49	488	24330	24882	30000	25200	14000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	3	+	21000				1	19	31200	19870	*	*	*
FINANC,TAXA, MONETARY POL	+	4	+	20725				17	42	23774	22802	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				1	7	24000	22056	*	*	*
LAW ENFORCEMENT	+	6	+	21723				1	25	20200	22986	*	*	*
MILITARY	+	3	+	23667				2	26	24432	23803	*	*	*
NATIONAL SECURITY	+	3	+	16867				2	7	21000	20229	*	*	*
URBAN / REGIONAL PLANNING	+	4	+	17892				+	7	+	17261			
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	4	+	24500			
DESIGN / CONSTRUCT	2	63	31950	32387	*	*	*	10	440	34447	30781	*	*	*
ENVIRONMENTAL/SANITATION	1	13	30000	31084	*	*	*	12	81	33320	30503	*	*	*
MANUFACTURING/INDUSTRIAL	1	69	43200	34221	*	*	*	19	480	32118	33740	*	*	*
SYSTEMS / PROGRAMMING	+	14	+	33901				8	109	30524	32129	*	*	*
POWER SYSTEMS	+	9	+	30940				6	108	36131	32930	*	*	*
SOFTWARE DESIGN & DEVELOP	+	17	+	33648				6	91	33768	32469	*	*	*
HARDWARE DESIGN & DEVELOP	+	27	+	32988				1	94	31000	33354	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	+	32	+	$34059				5	173	$29560	$33937	*	*	*
TESTING	+	16	+	31264				9	82	31285	30457	*	*	*
PROCESS ENGINEERING	+	101	+	38696				2	553	38700	37480	*	*	*
PROJECT ENGINEERING	1	47	$28000	36312	*	*	*	4	403	33425	34231	*	*	*
OTHER ENGINEERING	1	67	28000	33239	*	*	*	31	714	31521	32598	$36000	$31490	$26252
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	1	+	22000				2	19	21000	24503	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				1	2	24000	23916	*	*	*
MEDICAL TECHNOLOGY	+	4	+	23925				+	28	+	24349			
NURSES / PERSONAL CARE	+	4	+	22120				+	51	+	27158			
OCCUPATIONAL THERAPY	+	5	+	28360				+	17	+	29035			
PHARMACIST	+	22	+	39483				+	28	+	39165			
PHYSICAL THERAPY	+	2	+	25545				+	4	+	19045			
RESPIRATORY THERAPY	+	2	+	36828				+	3	+	35885			
OTHER HEALTH RELATED	+	5	+	20876				1	53	24000	24256	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	3	+	21240				+	15	+	20661			
COUNSELING	+	8	+	15363				3	41	14000	16686	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	1	+	15240			
SOCIAL WORK	1	6	25000	20408	*	*	*	1	29	25000	16927	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	+	43	+	30559				15	305	28820	28420	*	*	*
INFORMATION SYSTEMS	+	13	+	31862				6	107	27500	29174	*	*	*
SYSTEMS ANALYSIS & DESIGN	+	15	+	30872				13	191	30991	29761	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	2	+	30000				2	10	31500	30424	*	*	*
AGRICULTURE/NAT'L RESOURC	6	19	26533	21821	*	*	*	8	55	26025	21431	*	*	*
ARCHITECTURE	+	1	+	25000				3	7	23000	25057	*	*	*
CONSULTING	2	38	25940	29047	*	*	*	20	175	28244	28662	34000	28000	22000
HUMAN RESRCS /INDUS RELS	+	6	+	25033				6	50	27066	22429	*	*	*
MANAGEMENT TRAINEE	4	100	24750	22954	*	*	*	74	594	22552	22256	28000	22250	18000
MATH/STATISTICIANS	+	3	+	20747				2	16	30100	23501	*	*	*
PARALEGAL	+	+	+	+				+	5	+	19000			
RESEARCHERS NON-TECHNICAL	+	+	+	+				1	5	30000	24400	*	*	*
RESEARCHERS - TECHNICAL	+	+	+	+				2	16	33000	29153	*	*	*
TEACHING	2	48	17845	19721	*	*	*	47	366	20817	20511	27600	22200	11000
TOTALS	43	1525						685	8559					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

WCPA REGIONAL Report No. 2 MARCH 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	15	+	$37500				+	142	+	$31118			
MBA--NON-TECH	+	38	+	36570				10	156	$36369	33870	*	*	*
MBA--TECH	+	7	+	50757				+	20	+	39435			
MS-BUSINESS	+	6	+	50654				+	7	+	49132			
ECONOMICS & FINANCE (BANK	+	28	+	44118				2	34	32644	42209	*	*	*
HUMAN RESOURCES (INCL LAB	+	1	+	35500				+	6	+	28817			
MANAGEMENT INFORMATION SY	+	+	+	+				+	7	+	33886			
MARKETING/MKTNG MGT (RESE	+	12	+	45745				+	14	+	45088			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	1	+	32800				+	6	+	27460			
JOURNALISM	+	1	+	21500				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				3	15	22363	24187	*	*	*
ELEMENTARY EDUCATION	+	+	+	+				11	26	24019	24472	*	*	*
PHYSICAL EDUCATION	+	+	+	+				1	4	14000	24500	*	*	*
READING EDUCATION	+	+	+	+				1	1	32944	32944	*	*	*
SPECIAL EDUCATION	+	+	+	+				5	9	25958	23896	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	16650			
LETTERS	+	+	+	+				+	4	+	23500			
VISUAL & PERFORMING ARTS	+	+	+	+				+	2	+	21163			
HUMANITIES - OTHER	+	2	+	35000				+	3	+	35000			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	1	+	12600				+	9	+	23945			
SOCIOLOGY	1	1	$28000	28000	*	*	*	1	3	28000	24267	*	*	*
SOCIAL SCIENCES - OTHER	+	2	+	25500				+	13	+	30853			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	1	+	40000				+	8	+	35640			
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	+	+	+			
CHEMICAL	1	8	41028	40934	*	*	*	1	25	41028	39818	*	*	*

continued

WCPA REGIONAL Report No. 2 MARCH 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	+	10	+	$35110				+	60	+	$34900			
COMPUTER	+	1	+	35200				+	2	+	37400			
ELECTRICAL/ELECTRONIC	+	21	+	41129				7	86	$37765	38078	*	*	*
INDUSTRIAL	+	+	+	+				1	18	31000	36437	*	*	*
MECHANICAL	1	10	$40040	36704	*	*	*	4	82	34072	38000	*	*	*
METALLURGICAL	+	+	+	+				+	16	+	38014			
MINING & MINERAL	+	+	+	+				+	13	+	35085			
NUCLEAR	+	+	+	+				+	2	+	37800			
PETROLEUM	+	4	+	42300				+	22	+	43523			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	2	+	21091			
HEALTH SCIENCES	+	1	+	25000				+	4	+	26500			
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	5	+	27239			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	1	+	28080			
BIOLOGICAL	+	+	+	+				+	2	+	24679			
CHEMISTRY	+	+	+	+				+	7	+	32486			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	2	+	45500				2	59	36000	36904	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	25	+	36393			
MATHEMATICS (INCL ACTUARI	+	1	+	35000				1	8	10000	26900	*	*	*
PHYSICS	+	+	+	+				+	3	+	27219			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	3	174						50	939					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	35	+	$51463				+	72	+	$44058			
MBA--TECH	+	8	+	54688				+	15	+	47100			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	33	+	53455				+	73	+	45901			
MBA--TECH	+	27	+	57141				+	30	+	55584			
OVER 4 YEARS														
MBA--NON-TECH	+	20	+	57315				+	69	+	47032			
MBA--TECH	+	14	+	54693				+	30	+	48400			
TOTALS	+	137						+	289					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/91 THROUGH 3/8/91							CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	+	+	+				2	5	$62550	$54220	*	*	*
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	$43000				4	5	35768	37214	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	1	+	30000			
FOREIGN LANGUAGES	+	1	+	45739				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	3	+	50000				+	5	+	50540			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	3	+	46027			
CHEMICAL	+	3	+	53820				+	12	+	52177			
CIVIL	+	+	+	+				+	5	+	41399			
COMPUTER	+	1	+	45000				+	2	+	52250			
ELECTRICAL/ELECTRONIC	+	1	+	36000				1	9	57000	56133	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	1	+	36000				+	3	+	43468			
METALLURGICAL	+	3	+	47000				+	8	+	45930			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	1	+	36000			
BIOLOGICAL	+	+	+	+				+	1	+	33550			
CHEMISTRY	+	3	+	49000				+	34	+	49060			
GEOLOGICAL (INCL GEOPHYS)	+	2	+	56000				+	7	+	50549			
MATHEMATICS	+	1	+	54400				+	6	+	38483			
PHYSICS	+	1	+	40000				+	2	+	40000			
POLYMER	+	1	+	53400				+	1	+	53400			
TOTALS	+	22						7	114					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MARCH 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	25414 113 31200/23000			23533 3		32333 3	22833 3	30200 2	
BUSINESS ADMIN (INCL MGMT				21000 4			25000 1	27000 1	
ECONOM & FINANCE (BANKING	21333 3			23518 6	26750 2		25000 1	33000 1	
MANAGEMENT INFO SYSTEMS								32500 2	
MARKETING/MARK MGMT (RESR		17000 1		25000 1			29000 2		
ADVERTISING		24000 1							
COMMUNICATIONS				22530 2			20000 1		
JOURNALISM						15000 1			
LETTERS (incl English, Li				24000 1					
VISUAL & PERFORMING ARTS		24000 1							
HISTORY				21000 1					
POLITICAL SCIENCE/GOVT				10000 1	16800 1	10000 1			
AGRICULTURAL								32375 4	
CIVIL									34550 2
COMPUTER						38000 1	32000 1		
ELECTRICAL/ELECTRONIC							26000 1		32000 1
INDUSTRIAL	30000 1								
AGRIBUSINESS				20000 1					
ANIMAL SCIENCES				30000 1					
NATURAL RESOURCES								28080 1	
COMPUTER SCIENCE				28667 3			24010 9		
INFORMATION SCIENCES & SY							22000 1		
ARCHITECTURAL & ENVIRONME			22000 2						28000 1

AVERAGE SALARY OFFERS MARCH 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BIOLOGICAL								23800 1	
MATHEMATICS				28000 1		35700 1		24500 1	

AVERAGE SALARY OFFERS MARCH 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE		HOSPITALITY(AM		HOSPITALITY(HO		INSURANCE		LEGAL SVCS		MERCHANDISING		PERSONNEL SUPP		PROTECTIVE SER		PUBLISHING	
ACCOUNTING	25360	10			25500	2	23000	2			18000	1						
BUSINESS ADMIN (INCL MGMT	23333	3			17300	3	23960	5			20214	14						
ECONOM & FINANCE (BANKING	23736	11	28000	1			25359	3			23571	7						
HOTEL/RESTAURANT MGMT.											20600	1						
HUMAN RSRCS (incl LABOR R	30000	1					24500	2			21000	1						
MARKETING/MARK MGMT (RESR	20500	1			19000	1	33000	2			24650	14	22500	1			22000	1
REAL ESTATE	21250	2																
COMMUNICATIONS			12000	1			22000	1			22000	4						
JOURNALISM									21840	1								
TEXTILES & CLOTHING			19200	1							20933	3						
LETTERS (incl English, Li											22740	1						
HUMANITIES - OTHER							29510	1										
CRIMINAL JUSTICE											18000	1						
HISTORY											19333	3						
POLITICAL SCIENCE/GOVT													26000	1				
PSYCHOLOGY											26000	1						
SOCIOLOGY													25500	2				
INDUSTRIAL	28000	1																
ENGINEERING TECHNOLOGY							31500	1										
AGRIBUSINESS											22750	4						
OTHER AGRICULTURAL SCIEN					25000	1												
COMPUTER SCIENCE	31000	1					28333	3										
ARCHITECTURAL & ENVIRONME			25000	1														

AVERAGE SALARY OFFERS MARCH 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MATHEMATICS	25000 1			31000 1					

AVERAGE SALARY OFFERS MARCH 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	22000 1		24250 2		24000 1	22232 10	25693 18		23000 1
BUSINESS ADMIN (INCL MGMT			24667 3			24382 2			17000 1
ECONOM & FINANCE (BANKING	27500 2		32000 1	36000 1			26400 1		26500 2
HUMAN RSRCS (incl LABOR R			26200 1						
MANAGEMENT INFO SYSTEMS				30990 2					
MARKETING/MARK MGMT (RESR			17500 2						24000 1
ADVERTISING						23560 1			
COMMUNICATIONS			39666 1						
ELEMENTARY EDUCATION					19739 27 34985/11000				
PHYSICAL EDUCATION					17097 2				17000 1
SPECIAL EDUCATION					23916 5				
FOREIGN LANGUAGES					21000 1				
LETTERS (incl English, Li				32000 1	35643 1	20200 1			
VISUAL & PERFORMING ARTS					16456 3				
HUMANITIES - OTHER					21950 2				
CRIMINAL JUSTICE						21000 2			
POLITICAL SCIENCE/GOVT					44400 1	15798 2	28333 3		
PSYCHOLOGY					16492 2	23100 1			
SOCIOLOGY			19500 1				31200 1		
AEROSPACE & AERONAUTICAL						27700 2			
ARCHITECTURAL							34032 1		
CIVIL			34000 1	32000 1			34814 5		
COMPUTER		40505 1				26252 1			

AVERAGE SALARY OFFERS MARCH 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ELECTRICAL/ELECTRONIC		35300 1		37611 6		27405 7	32700 1		
INDUSTRIAL				41000 1					
MECHANICAL		33000 1		38333 3		27300 5	29200 1		
PLANT SCIENCE					38000 1				
NATURAL RESOURCES							24000 1		
OTHER AGRICULTURAL SCIENC					24690 1		32000 1		
COMPUTER SCIENCE				28800 1		22608 1	37000 2		
HEALTH SCIENCES					23088 1				16640 1
MATHEMATICS					22983 1				

AVERAGE SALARY OFFERS MARCH 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					26500 3			25000 1	
BUSINESS ADMIN (INCL MGMT					29400 2		29000 2		31200 2
ECONOM & FINANCE (BANKING					24300 2				29500 2
HUMAN RSRCS (incl LABOR R							32000 1		
MANAGEMENT INFO SYSTEMS								24000 1	
MARKETING/MARK MGMT (RESR							21000 1		30250 4
COMMUNICATIONS	22000 1								27000 1
ELEMENTARY EDUCATION	10000 1								
LETTERS (incl English, Li							21000 1		18000 1
VISUAL & PERFORMING ARTS					23000 1				
HISTORY									30000 1
PSYCHOLOGY			10000 1					25200 1	
SOCIAL SCIENCES-OTHER			25000 1	45000 1					
AEROSPACE & AERONAUTICAL					30261 6				
CHEMICAL									32700 2
CIVIL								31233 3	
ELECTRICAL/ELECTRONIC					33633 3				
INDUSTRIAL					31200 1		32400 1		
MECHANICAL					29936 7			35600 2	
ENGINEERING TECHNOLOGY					29733 3			29600 2	
AGRIBUSINESS						25443 7			24500 1
ANIMAL SCIENCES						26400 3			
OTHER AGRICULTURAL SCIENC						25000 1			

AVERAGE SALARY OFFERS MARCH 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
COMPUTER SCIENCE					33800 2				32000 1

AVERAGE SALARY OFFERS MARCH 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING	30000	2	25625	4			27000	2									28356	9
BUSINESS ADMIN (INCL MGMT	30600	2	29750	2	29233	3											31236	4
DISTRIBUTION MANAGEMENT					26700	1												
ECONOM & FINANCE (BANKING	33000	2			26200	3											30100	5
HUMAN RSRCS (incl LABOR R	30000	1	26000	1	30000	1												
MARKETING/MARK MGMT (RESR	20550	2			26000	5	29200	1										
LETTERS (incl English, Li	30000	1																
HUMANITIES - OTHER	22000	1																
POLITICAL SCIENCE/GOVT					21600	1												
CHEMICAL															39000	1		
COMPUTER			29400	2														
ELECTRICAL/ELECTRONIC	36400	1	36140	10													37250	2
ENIVRONMENTAL ENGINEERING			26400	1														
INDUSTRIAL	30250	2	34296	3														
MECHANICAL	36000	1							30000	1								
MINING (INCL GEOLOGICAL)											34000	1						
ENGINEERING TECHNOLOGY	32000	1	33800	4														
AGRIBUSINESS					26000	1												
OTHER AGRICULTURAL SCIENC					22500	2												
COMPUTER SCIENCE	31813	8	36500	2			32000	1										
MATHEMATICS			26000	1														

AVERAGE SALARY OFFERS MARCH 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING			21600 1				23000 3
BUSINESS ADMIN (INCL MGMT							18500 2
ECONOM & FINANCE (BANKING			30000 1		14000 1		20633 3
MARKETING/MARK MGMT (RESR			22500 1		16350 2	24400 3	21867 3
COMMUNICATIONS						23000 1	
LETTERS (incl English, Li					21000 1		23300 1
VISUAL & PERFORMING ARTS							18000 1
HUMANITIES - OTHER					21000 1		22825 2
PSYCHOLOGY						27000 1	
SOCIOLOGY						23000 1	
MECHANICAL			33000 1				32000 1
ENGINEERING TECHNOLOGY	26000 1						

AVERAGE SALARY OFFERS MARCH 1991 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	25308 116 31200/22500	21667 3		22146 19	23433 3	24400 5	24563 8	30900 6	
BACHELOR - TECHNICAL	30000 1		22000 2	27333 6		36850 2	24674 12	29411 7	32275 4

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	24204 28 32000/20000	19733 3	20317 6	25524 16	21840 1	22122 51 45000/18000	24875 4		22000 1
BACHELOR - TECHNICAL	28000 3	25000 1	25000 1	29500 5		22750 4			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	25667 3		24988 11	32495 4	20845 45 44400/11000	21660 19	26307 23 39000/22800		22333 6
BACHELOR - TECHNICAL		36268 3	34000 1	36872 12	27190 4	27037 16	33333 12		16640 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	16000 2		17500 2	45000 1	26238 8		26400 5	24733 3	28855 11
BACHELOR - TECHNICAL					30910 22 36000/28500	25664 11	32400 1	32014 7	30475 4

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	28209 11	26857 7	26757 14	27733 3					29480 18
BACHELOR - TECHNICAL	32262 13	34073 23 55000/28600	23667 3	32000 1	30000 1	34000 1		39000 1	37250 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL			24700 3		17740 5	24367 6	
BACHELOR - TECHNICAL	26000 1		33000 1				

AVERAGE SALARY OFFERS MARCH 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	25393 106 31200/22200	25770 66 50000/22000		25000 1	32000 1				26920 3
BUSINESS ADMIN (INCL MGMT			19900 2						27000 1
ECONOM & FINANCE (BANKING	22000 3	26588 8	21750 2		26500 1			27000 1	26239 15
MARKETING/MARK MGMT (RESR									24750 2
REAL ESTATE									18500 1
ADVERTISING		23780 2							
LETTERS (incl English, Li			24000 1						
VISUAL & PERFORMING ARTS		23000 1							
HUMANITIES - OTHER									29510 1
HISTORY				21000 1					
POLITICAL SCIENCE/GOVT								16800 1	
ANIMAL SCIENCES				30000 1					
HEALTH SCIENCES		16640 1							

AVERAGE SALARY OFFERS MARCH 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING		20000 1					27000 1		
BUSINESS ADMIN (INCL MGMT	19100 2	29800 2	22000 1				30000 1	17300 3	
ECONOM & FINANCE (BANKING	25000 2	24000 1							
HUMAN RSRCS (incl LABOR R			24500 2						
MARKETING/MARK MGMT (RESR			36000 1		29000 1				
REAL ESTATE	24000 1								
COMMUNICATIONS			22000 1					12000 1	
JOURNALISM						15000 1		21840 1	
LETTERS (incl English, Li									30000 1
VISUAL & PERFORMING ARTS				24000 1					
POLITICAL SCIENCE/GOVT			11400 1						
ENGINEERING TECHNOLOGY		31500 1							
MATHEMATICS	25000 1					26000 1			

AVERAGE SALARY OFFERS MARCH 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									23383 15
BUSINESS ADMIN (INCL MGMT		25653 5	29587 9			26900 2	19833 3		
DISTRIBUTION MANAGEMENT				26700 1					
ECONOM & FINANCE (BANKING		20000 1			28000 2	19500 1	22567 6		26700 2
HUMAN RSRCS (incl LABOR R							30000 1		
MARKETING/MARK MGMT (RESR	17000 1	21050 2	21800 5	24500 2	25000 1		26026 19		
COMMUNICATIONS		31333 2					28500 2		
LETTERS (incl English, Li	32000 1	23300 1							
VISUAL & PERFORMING ARTS							18000 1		
HUMANITIES - OTHER							22000 1		
HISTORY							20000 2		
POLITICAL SCIENCE/GOVT							15800 2		
PSYCHOLOGY			26000 1				26100 2		
SOCIOLOGY								31200 1	
ELECTRICAL/ELECTRONIC		34700 1							
MECHANICAL							30000 1		
ENGINEERING TECHNOLOGY							33000 1		
AGRIBUSINESS		20000 1	24500 1		25000 1		25400 5		
ANIMAL SCIENCES							30000 1		
COMPUTER SCIENCE							15996 2		

AVERAGE SALARY OFFERS MARCH 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT			25764 1						22000 1
LETTERS (incl English, Li		20200 1							
CRIMINAL JUSTICE				21000 2					
POLITICAL SCIENCE/GOVT	24000 1								
PSYCHOLOGY			23100 1						
AEROSPACE & AERONAUTICAL									30160 1
AGRICULTURAL								32750 2	
ARCHITECTURAL							34032 1		
CHEMICAL							27000 1		
CIVIL							34245 3	33642 8	
COMPUTER							38000 1		
ELECTRICAL/ELECTRONIC							55000 1	36000 1	33220 5
INDUSTRIAL									32022 4
MECHANICAL							28500 1	29200 1	34675 4
ENGINEERING TECHNOLOGY							31200 1		31300 4
ARCHITECTURAL & ENVIRONME							28000 1		

AVERAGE SALARY OFFERS MARCH 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT									31000 1
ECONOM & FINANCE (BANKING								40000 1	
AEROSPACE & AERONAUTICAL	32240 1				25000 1	29913 5			
AGRICULTURAL									36000 1
CHEMICAL							38700 2		
CIVIL									31000 1
COMPUTER	28351 3		32000 1						
ELECTRICAL/ELECTRONIC	32400 1	36078 3	38500 1	31000 1		33650 2			32204 17
ENIVRONMENTAL ENGINEERING					26400 1				
INDUSTRIAL	34500 1				32400 1	32000 1			
MECHANICAL		36184 3			32000 2	32700 1		31700 1	29122 9
MINING (INCL GEOLOGICAL)								34000 1	
ENGINEERING TECHNOLOGY								28000 1	34800 2
COMPUTER SCIENCE	30000 2		J3026 4						

AVERAGE SALARY OFFERS MARCH 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	17000 1								
ECONOM & FINANCE (BANKING	25000 1								
MARKETING/MARK MGMT (RESR									24000 1
NATURAL RESOURCES		24000 1							

AVERAGE SALARY OFFERS MARCH 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING						26000 1			
BUSINESS ADMIN (INCL MGMT					25200 1				
ECONOM & FINANCE (BANKING								32000 1	
MANAGEMENT INFO SYSTEMS						27000 2	31980 1		
COMMUNICATIONS					20000 1				
POLITICAL SCIENCE/GOVT		22000 1							
PSYCHOLOGY		10000 2							
SOCIAL SCIENCES-OTHER				25000 1					
COMPUTER					40505 1				
INDUSTRIAL							41000 1		
AGRIBUSINESS									28500 2
ANIMAL SCIENCES									24600 2
OTHER AGRICULTURAL SCIENC									25500 4
COMPUTER SCIENCE					28883 12	31500 2	30191 10		
INFORMATION SCIENCES & SY						22000 1			
MATHEMATICS							28000 1	31000 1	

AVERAGE SALARY OFFERS MARCH 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING		HUMAN RESRCS /		MANAGEMENT TRA		MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		34000	1			18000	1					
BUSINESS ADMIN (INCL MGMT		24500	2			21982	17			30000 1		
ECONOM & FINANCE (BANKING		25250	4			23743	7				33000 2	
HOTEL/RESTAURANT MGMT.						20600	1					
HUMAN RSRCS (incl LABOR R				28067	3	27000	3					
MANAGEMENT INFO SYSTEMS		32500	2									
MARKETING/MARK MGMT (RESR				19000	1	22792	13					
COMMUNICATIONS		22000	1			20612	5					
ELEMENTARY EDUCATION												19391 28 34985/10975
PHYSICAL EDUCATION		17000	1									17097 2
SPECIAL EDUCATION												23916 5
TEXTILES & CLOTHING						20500	4					
FOREIGN LANGUAGES												21000 1
LETTERS (incl English, Li						20685	4					35643 1
VISUAL & PERFORMING ARTS												16456 3
HUMANITIES - OTHER						22217	3					21950 2
CRIMINAL JUSTICE						18000	1					
HISTORY						24000	2					
POLITICAL SCIENCE/GOVT		44400	1	29598	2	18000	2					
PSYCHOLOGY												22983 1
SOCIOLOGY						23375	4					
SOCIAL SCIENCES-OTHER						45000	1					
AGRICULTURAL		28000	1									

AVERAGE SALARY OFFERS MARCH 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
INDUSTRIAL		29000 2							
ENGINEERING TECHNOLOGY				27300 2					
AGRIBUSINESS		27600 1		19500 3					
PLANT SCIENCES									38000 1
NATURAL RESOURCES		28080 1							
OTHER AGRICULTURAL SCIENC				25000 1					24690 1
COMPUTER SCIENCE		33500 2							
HEALTH SCIENCES									23088 1
ARCHITECTURAL & ENVIRONME	23000 3								
BIOLOGICAL		23800 1							
MATHEMATICS					30100 2				22983 1

AVERAGE SALARY OFFERS MARCH 1991 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	25300 109 31200/22200	25767 77 50000/22000	21460 5	23000 2	29250 2			21900 2	26037 23 37000/20500
BACHELOR - TECHNICAL		16640 1		30000 1					

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	22440 5	25900 4	23400 6	24000 1	29000 1	15000 1	28500 2	17148 5	30000 1
BACHELOR - TECHNICAL	25000 1	31500 1				26000 1			

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	24500 2	25121 11	26752 15	25233 3	27000 3	24433 3	24108 39 45000/14000	31200 1	23774 17
BACHELOR - TECHNICAL		27350 2	24500 1		25000 1		25199 10		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	24000 1	20200 1	24432 2	21000 2					22000 1
BACHELOR - TECHNICAL							34447 10	33320 12	32680 18

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL								40000 1	
BACHELOR - TECHNICAL	30524 8	36131 6	33768 6	31000 1	29560 5	31285 9	38700 2	31233 3	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	21000 2								
BACHELOR - TECHNICAL		24000 1							

AVERAGE SALARY OFFERS MARCH 1991 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL		14000 3		25000 1	22600 2	26667 3	31980 1	32000 1	
BACHELOR - TECHNICAL					29777 13	28333 3	30909 12	31000 1	26025 8

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		27700 12	27066 6	22511 68 45000/18000			30000 1	33000 2	20224 43 35643/11000
BACHELOR - TECHNICAL	23000 3	29060 8		23017 6	30100 2				27190 4

AVERAGE SALARY OFFERS MARCH 1991 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 3/8/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	31233 3			29496 2					
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	47500 2								
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH					39000 1				
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	38500 2								
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 3 April 1991

WESTERN REGION (WCPA)

Arizona State University
California Institute of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Irvine - Graduate School of Management
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Point Loma Nazarene College
Portland State University
University of Redlands
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California - Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Western** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (March 8, 1991, through April 5, 1991) and cumulatively (September 1, 1990, and April 5, 1991).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 3/8/91 THROUGH 4/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
BUSINESS														
ACCOUNTING	15	574	$26395	$26200	*	*	*	199	1888	$25442	$26675	$28500	$25000	$21737
BUSINESS ADMIN (INCL MGMT	3	158	25867	23583	*	*	*	57	496	24176	23354	31200	24000	17000
DISTRIBUTION MANAGEMENT	+	1	+	24000				1	9	26700	27211	*	*	*
ECONOM & FINANCE (BANKING	11	237	27455	26242	*	*	*	68	618	25659	25520	30000	26200	20000
HOTEL/RESTAURANT MGMT.	+	1	+	22000				1	39	20600	21121	*	*	*
HUMAN RSRCS (incl LABOR R	2	7	26000	22929	*	*	*	10	50	27120	23885	*	*	*
MANAGEMENT INFO SYSTEMS	3	101	32327	28043	*	*	*	5	197	30196	28044	*	*	*
MARKETING/MARK MGMT (RESR	2	215	24050	23554	*	*	*	50	584	24308	23723	30000	23550	18000
REAL ESTATE	+	1	+	21000				2	5	21250	20264	*	*	*
COMMUNICATIONS														
ADVERTISING	+	6	+	18917				2	39	23780	21478	*	*	*
COMMUNICATIONS	+	36	+	21960				13	116	22979	21733	*	*	*
JOURNALISM	+	15	+	20531				2	66	18420	19422	*	*	*
TELECOMMUN/BROADCASTING	+	8	+	21650				+	22	+	23109			
EDUCATION														
ELEMENTARY EDUCATION	1	36	34985	20006	*	*	*	28	198	19391	19963	27083	21250	10975
PRE-ELEMENTARY EDUCATION	+	6	+	12967				+	27	+	16647			
PHYSICAL EDUCATION	+	5	+	21978				3	21	17065	19120	*	*	*
SPECIAL EDUCATION	+	8	+	20831				5	39	23916	22956	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	5	+	21100				+	12	+	19392			
TEXTILES & CLOTHING	+	5	+	23600				4	27	20500	21241	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	24	+	21388			
HUMANITIES														
FOREIGN LANGUAGES	+	2	+	23250				1	16	21000	21220	*	*	*
LETTERS (incl English, Li	2	10	22500	22641	*	*	*	10	58	24788	21734	*	*	*
VISUAL & PERFORMING ARTS	+	5	+	23800				6	44	19061	19873	*	*	*
HUMANITIES - OTHER	+	5	+	21360				7	37	23151	21789	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	9	+	20455				3	39	20000	20759	*	*	*
HISTORY	+	4	+	22000				5	25	21800	20629	*	*	*
POLITICAL SCIENCE/GOVT	2	14	24000	23030	*	*	*	11	66	22309	21998	*	*	*
PSYCHOLOGY	+	21	+	20416				7	83	20612	19250	*	*	*
SOCIOLOGY	+	4	+	15878				5	38	24940	18943	*	*	*
SOCIAL SCIENCES-OTHER	+	6	+	21360				2	59	35000	19456	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	3	22	33733	30087	*	*	*	10	85	30696	30188	*	*	*
AGRICULTURAL	+	6	+	30667				4	20	32375	31350	*	*	*
ARCHITECTURAL	+	9	+	29804				1	33	34032	30709	*	*	*
BIOENGINEERING & BIOMEDIC	+	2	+	30000				+	6	+	27917			
CHEMICAL	+	384	+	37002				3	812	34800	37178	*	*	*
CIVIL	4	101	33453	30703	*	*	*	15	434	33512	29764	*	*	*
COMPUTER	3	28	36002	31593	*	*	*	7	87	33008	32126	*	*	*
ELECTRICAL/ELECTRONIC	14	326	35756	33060	*	*	*	36	875	34017	33049	40716	34050	26252

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 3/8/91 THROUGH 4/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				1	2	$26400	$29700	*	*	*
INDUSTRIAL	8	79	$32786	$32440	*	*	*	14	206	32356	32179	*	*	*
MECHANICAL	10	352	31082	33835	*	*	*	25	1034	31315	33980	$33000	$31000	$26252
METALLURGICAL	+	27	+	33424				+	77	+	33688			
MINING (INCL GEOLOGICAL)	+	4	+	31900				1	36	34000	31116	*	*	*
NUCLEAR	+	5	+	32160				+	13	+	32627			
PETROLEUM	+	29	+	35944				+	126	+	38467			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	8	43	31216	26856	*	*	*	15	107	31302	27839	*	*	*
INDUSTRIAL TECHNOLOGY	+	+	+	+				+	12	+	26042			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	5	12	24000	21995	*	*	*	16	47	24288	22115	*	*	*
ANIMAL SCIENCES	+	3	+	23000				4	23	27300	21528	*	*	*
PLANT SCIENCES	+	+	+	+				1	6	38000	21413	*	*	*
NATURAL RESOURCES	+	3	+	21133				2	9	26040	21307	*	*	*
OTHER AGRICULTURAL SCIENC	+	3	+	22401				6	23	25282	25440	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	5	170	36820	30900	*	*	*	37	470	30046	30258	36600	30000	22608
COMPUTER PROGRAMMING	+	5	+	29440				+	17	+	28914			
INFORMATION SCIENCES & SY	1	26	30000	29499	*	*	*	2	127	26000	29020	*	*	*
SYSTEMS ANALYSIS	+	1	+	24960				+	4	+	22640			
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	21943				+	59	+	27774			
HEALTH SCIENCES	+	3	+	20216				2	27	19864	21095	*	*	*
NURSING	+	19	+	33294				+	56	+	28054			
PHARMACY	+	+	+	+				+	27	+	39633			
SCIENCES														
ACTUARIAL	+	1	+	33240				+	5	+	26828			
ARCHITECTURAL & ENVIRONME	2	5	27750	27860	*	*	*	5	16	26300	26463	*	*	*
BIOLOGICAL	1	12	10000	17865	*	*	*	2	37	16900	20103	*	*	*
CHEMISTRY	+	24	+	28572				+	47	+	27716			
GEOLOGY & GEOLOGICAL SCI	+	8	+	31450				+	22	+	28525			
MATHEMATICS	1	21	24500	29409	*	*	*	7	68	27598	26213	*	*	*
PHYSICS	+	7	+	28098				+	13	+	28176			
OTHER PHYSICAL & EARTH SC	+	1	+	26000				+	4	+	20637			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	106	3249						723	10014					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	17	440	$26758	$26922	*	*	*	115	1452	$25354	$27250	$28000	$26000	$22200
ACCOUNTING (PRIVATE)	2	148	23000	24583	*	*	*	78	456	25650	24800	29000	25000	22000
COMMERCIAL BANKING (CNSMR	2	20	22500	22113	*	*	*	6	44	21383	21978	*	*	*
COMMERCIAL BANKING (LENDG	+	27	+	24981				3	58	25333	24107	*	*	*
INVESTMT BANKING (CORP FN	+	10	+	29970				2	20	29250	27875	*	*	*
INVESTMT BANKNG (M & A)	+	1	+	33000				+	2	+	28500			
INVESTMT BANKG (REAL EST)	+	+	+	+				+	4	+	18875			
INVESTMT BANKG (SALES & T	+	9	+	22310				2	15	21900	22439	*	*	*
FINANCIAL/TREASURY ANALYS	1	75	27000	27348	*	*	*	24	212	26077	26655	30000	26880	20500
PORTFOLIO MGNT/BROKERAGE	+	12	+	20822				6	23	22867	21655	*	*	*
UNDERWRITING	1	27	31500	24899	*	*	*	5	82	27020	24056	*	*	*
INSURANCE - CLAIMS	1	17	25000	22332	*	*	*	6	62	23400	22483	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	5	+	18720				1	18	24000	19429	*	*	*
MEDIA PLANNING	+	3	+	21100				1	5	29000	25460	*	*	*
REPORTING	+	3	+	13133				2	13	20500	14975	*	*	*
PRODUCTION	+	7	+	29543				2	36	28500	24706	*	*	*
PUBLIC RELATIONS	+	5	+	21923				5	32	17148	19840	*	*	*
WRITING / EDITING	+	3	+	19967				1	22	30000	19864	*	*	*
MARKETING														
ADVERTISING	+	6	+	19917				2	20	24500	20465	*	*	*
BRAND/PRODUCT MANAGEMENT	3	44	27700	24185	*		*	14	85	26502	23932	*	*	*
BUYER/MERCHANDISING	1	36	25000	24572	*	*	*	17	126	26516	23303	*	*	*
DISTRIBUTION	+	12	+	25337				3	34	25233	26362	*	*	*
MARKET RESEARCH	1	14	25000	24264	*	*	*	4	46	26500	24914	*	*	*
PURCHASING	+	5	+	26844				3	20	24433	25270	*	*	*
SALES	3	183	29667	24974	*	*	*	51	586	24612	25102	30000	26000	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	1	+	20000				1	20	31200	19876	*	*	*
FINANC,TAXA, MONETARY POL	2	10	25019	24853	*	*	*	17	47	23774	23040	*	*	*
ECONOMIC PROGRAMS	+	4	+	22198				1	7	24000	22056	*	*	*
LAW ENFORCEMENT	+	12	+	23399				1	32	20200	23152	*	*	*
MILITARY	+	4	+	26625				2	28	24432	23817	*	*	*
NATIONAL SECURITY	+	+	+	+				2	7	21000	20229	*	*	*
URBAN / REGIONAL PLANNING	+	2	+	21720				+	8	+	19104			
ENGINEERING														
BIOENGINEERING	+	2	+	30000				+	6	+	26333			
DESIGN / CONSTRUCT	1	149	55000	30257	*	*	*	10	502	34447	30779	*	*	*
ENVIRONMENTAL/SANITATION	3	18	30400	31854	*	*	*	13	87	32910	30721	*	*	*
MANUFACTURING/INDUSTRIAL	10	196	33269	33948	*	*	*	19	579	32118	33800	*	*	*
SYSTEMS / PROGRAMMING	2	46	33450	32349	*	*	*	8	133	30524	32328	*	*	*
POWER SYSTEMS	1	34	32300	34807	*	*	*	6	123	36131	33179	*	*	*
SOFTWARE DESIGN & DEVELOP	2	43	35250	32158	*	*	*	6	112	33768	32283	*	*	*
HARDWARE DESIGN & DEVELOP	+	16	+	32884				1	107	31000	33253	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	1	67	$32400	$35220	*	*	*	5	203	$29560	$34006	*	*	*
TESTING	2	24	31950	29680	*	*	*	9	96	31285	30524	*	*	*
PROCESS ENGINEERING	+	276	+	37502				2	651	38700	37560	*	*	*
PROJECT ENGINEERING	2	217	32850	33411	*	*	*	5	503	33540	34230	*	*	*
OTHER ENGINEERING	20	307	32412	33141	$35500	$31906	$30000	44	791	31869	32700	$36000	$31651	$26252
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	4	+	23125				2	19	21000	24503	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				1	2	24000	23916	*	*	*
MEDICAL TECHNOLOGY	1	3	10000	18343	*	*	*	1	29	10000	23854	*	*	*
NURSES / PERSONAL CARE	+	18	+	32077				+	52	+	27270			
OCCUPATIONAL THERAPY	1	2	44000	40750	*	*	*	1	18	44000	29866	*	*	*
PHARMACIST	+	+	+	+				+	28	+	39165			
PHYSICAL THERAPY	+	1	+	11648				+	4	+	19045			
RESPIRATORY THERAPY	+	1	+	28000				+	4	+	33914			
OTHER HEALTH RELATED	+	6	+	24449				1	55	24000	24038	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	3	+	18000				+	18	+	20218			
COUNSELING	1	9	22000	18655	*	*	*	3	43	14000	16696	*	*	*
FUNDRAISING / DEVELOPMENT	+	1	+	15240				+	1	+	15240			
SOCIAL WORK	+	10	+	16940				1	33	25000	17176	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	3	130	39702	28713	*	*	*	16	361	29307	28561	*	*	*
INFORMATION SYSTEMS	3	54	30000	30247	*	*	*	8	144	27750	29398	*	*	*
SYSTEMS ANALYSIS & DESIGN	3	87	34827	29178	*	*	*	15	221	31693	29679	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	3	+	29747				2	11	31500	30680	*	*	*
AGRICULTURE/NAT'L RESOURC	+	6	+	18863				8	56	26025	21504	*	*	*
ARCHITECTURE	2	2	27750	27750	*	*	*	4	8	25875	26238	*	*	*
CONSULTING	6	87	29167	29310	*	*	*	21	230	28232	28933	34000	28000	22000
HUMAN RESRCS /INDUS RELS	1	15	27000	20900	*	*	*	7	57	27056	22394	*	*	*
MANAGEMENT TRAINEE	5	169	24720	23850	*	*	*	75	667	22518	22560	28000	22000	18000
MATH/STATISTICIANS	1	9	24500	23633	*	*	*	2	20	30100	23651	*	*	*
PARALEGAL	+	2	+	17500				+	7	+	18571			
RESEARCHERS NON-TECHNICAL	+	5	+	22405				1	7	30000	23860	*	*	*
RESEARCHERS - TECHNICAL	+	15	+	27997				2	22	33000	28596	*	*	*
TEACHING	1	69	34985	20553	*	*	*	47	382	20817	20506	27600	22200	11000
TOTALS	106	3249						723	10014					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

WCPA REGIONAL Report No. 3 APRIL 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	42	+	$30421				+	159	+	$31213			
MBA--NON-TECH	3	83	$34167	38952	*	*	*	13	222	$35861	35769	*	*	*
MBA--TECH	+	30	+	38152				+	49	+	39026			
MS-BUSINESS	+	6	+	39587				+	12	+	45120			
ECONOMICS & FINANCE (BANK	+	51	+	43655				2	84	32644	43268	*	*	*
HUMAN RESOURCES (INCL LAB	+	15	+	38488				+	19	+	37222			
MANAGEMENT INFORMATION SY	+	3	+	30000				+	10	+	32720			
MARKETING/MKTNG MGT (RESE	+	36	+	46381				+	50	+	46019			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	+	+	+				+	6	+	27460			
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	6	+	21683				3	15	22363	24187	*	*	*
ELEMENTARY EDUCATION	+	2	+	25250				11	26	24019	24472	*	*	*
PHYSICAL EDUCATION	+	1	+	35000				1	4	14000	24500	*	*	*
READING EDUCATION	+	+	+	+				1	1	32944	32944	*	*	*
SPECIAL EDUCATION	+	4	+	21319				5	9	25958	23896	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	12300				+	2	+	16650			
LETTERS	+	1	+	32500				+	4	+	23500			
VISUAL & PERFORMING ARTS	+	1	+	21000				+	2	+	21163			
HUMANITIES - OTHER	+	1	+	20004				+	4	+	31251			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	1	+	16900				+	9	+	23945			
SOCIOLOGY	+	1	+	20800				1	3	28000	24267	*	*	*
SOCIAL SCIENCES - OTHER	+	+	+	+				+	13	+	30853			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	+	+	+				+	8	+	35640			
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	1	+	30000				+	1	+	30000			
CHEMICAL	+	12	+	38827				1	35	41028	39587	*	*	*

continued

WCPA REGIONAL Report No. 3 APRIL 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	+	6	+	$34617				+	64	+	$34902			
COMPUTER	+	+	+	+				+	2	+	37400			
ELECTRICAL/ELECTRONIC	+	25	+	38059				7	100	$37765	38353	*	*	*
INDUSTRIAL	+	7	+	35639				1	20	31000	36193	*	*	*
MECHANICAL	+	39	+	38484				4	105	34072	38121	*	*	*
METALLURGICAL	+	1	+	36000				+	17	+	37896			
MINING & MINERAL	+	1	+	34000				+	14	+	35007			
NUCLEAR	+	+	+	+				+	2	+	37800			
PETROLEUM	+	3	+	39567				+	23	+	43687			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	21962				+	3	+	21962			
HEALTH SCIENCES	+	10	+	26000				+	13	+	26231			
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	27750				+	6	+	26116			
ARCHITECTURAL & ENVIRONME	+	1	+	28080				+	1	+	28080			
BIOLOGICAL	+	1	+	18700				+	3	+	22686			
CHEMISTRY	+	5	+	34680				+	7	+	32486			
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	19	$38000	39726	*	*	*	2	70	36000	37334	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	10	+	36222				+	25	+	36393			
MATHEMATICS (INCL ACTUARI	+	4	+	29950				1	10	10000	28620	*	*	*
PHYSICS	+	+	+	+				+	3	+	27219			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	4	435						53	1241					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	32	+	$47233				+	98	+	$45306			
MBA--TECH	+	17	+	49794				+	31	+	48710			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	2	73	$44000	50025	*	*	*	2	133	$44000	48700	*	*	*
MBA--TECH	+	31	+	52978				+	60	+	54414			
OVER 4 YEARS														
MBA--NON-TECH	3	35	33333	47809	*	*	*	3	100	33333	47425	*	*	*
MBA--TECH	1	24	85000	55808	*	*	*	1	54	85000	51693	*	*	*
TOTALS	6	212						6	476					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 3/8/91 THROUGH 4/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	4	+	$54750				2	9	$62550	$54456	*	*	*
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				4	5	35768	37214	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	1	+	30000			
FOREIGN LANGUAGES	+	+	+	+				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	5	+	50540			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	3	+	46027			
CHEMICAL	+	9	+	53204				+	16	+	52235			
CIVIL	+	3	+	40332				+	6	+	41499			
COMPUTER	+	+	+	+				+	2	+	52250			
ELECTRICAL/ELECTRONIC	+	2	+	58500				1	10	57000	56220	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	1	+	53760				+	4	+	46041			
METALLURGICAL	+	2	+	48600				+	10	+	46464			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	1	+	36000			
BIOLOGICAL	+	3	+	30333				+	4	+	31138			
CHEMISTRY	+	34	+	49370				+	49	+	48533			
GEOLOGICAL (INCL GEOPHYS)	+	3	+	52847				+	9	+	52871			
MATHEMATICS	+	+	+	+				+	6	+	38483			
PHYSICS	+	+	+	+				+	2	+	40000			
POLYMER	+	1	+	52200				+	2	+	52800			
TOTALS	+	62						7	148					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	25468 115 31200/23000			23533 3		32333 3	22833 3	30200 2	
BUSINESS ADMIN (INCL MGMT	28000 1			21000 4			25000 1	27000 1	
ECONOM & FINANCE (BANKING	23200 5			23158 7	26750 2		25000 1	30000 2	
MANAGEMENT INFO SYSTEMS								32500 2	
MARKETING/MARK MGMT (RESR		17000 1		25000 1			29000 2		
ADVERTISING		24000 1							
COMMUNICATIONS				22530 2			20000 1		
JOURNALISM						15000 1			
LETTERS (incl English, Li				24000 1					
VISUAL & PERFORMING ARTS		24000 1							
HISTORY				21000 1					
POLITICAL SCIENCE/GOVT				10000 1	16800 1	10000 1			
AGRICULTURAL								32375 4	
CIVIL			36000 1						34550 2
COMPUTER						36750 2	32000 1		
ELECTRICAL/ELECTRONIC							35000 2		32000 1
INDUSTRIAL	30000 1		34000 1						
MECHANICAL								28000 1	
AGRIBUSINESS				20000 1				28000 1	
ANIMAL SCIENCES				30000 1					
NATURAL RESOURCES								28080 1	
COMPUTER SCIENCE				28667 3		36600 1	26236 11		
INFORMATION SCIENCES & SY	30000 1						22000 1		

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ARCHITECTURAL & ENVIRONME			26167 3						28000 1
BIOLOGICAL								23800 1	
MATHEMATICS				28000 1		35700 1		24500 1	

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 19330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	25360 10		25500 2	23000 2		18000 1			
BUSINESS ADMIN (INCL MGMT	23333 3		17300 3	23960 5		20214 14			
ECONOM & FINANCE (BANKING	23425 12	28000 1		25359 3		24000 8			
HOTEL/RESTAURANT MGMT.						20600 1			
HUMAN RSRCS (incl LABOR R	30000 1			24500 2		21000 1			
MARKETING/MARK MGMT (RESR	20500 1		19000 1	33000 2		24673 15	22500 1		22000 1
REAL ESTATE	21250 2								
COMMUNICATIONS		12000 1		22000 1		22000 4			
JOURNALISM					21840 1				
TEXTILES & CLOTHING		19200 1				20933 3			
LETTERS (incl English, Li						22740 1			
HUMANITIES - OTHER				29510 1					
CRIMINAL JUSTICE						18000 1			
HISTORY						19333 3			
POLITICAL SCIENCE/GOVT							26000 1		
PSYCHOLOGY						26000 1			
SOCIOLOGY							25500 2		
INDUSTRIAL	28000 1					33000 1			
ENGINEERING TECHNOLOGY				31500 1					
AGRIBUSINESS						22750 4			
OTHER AGRICULTURAL SCIENC			25000 1						
COMPUTER SCIENCE	31000 1			28333 3					
ARCHITECTURAL & ENVIRONME		25000 1							

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MATHEMATICS	25000 1			31000 1					

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	22000 1		24250 2		24000 1	22232 10	25693 18		23000 1
BUSINESS ADMIN (INCL MGMT			24667 3			24382 2			17000 1
ECONOM & FINANCE (BANKING	27500 2		32000 1	36000 1			26400 1		26500 2
HUMAN RSRCS (incl LABOR R			26200 1						
MANAGEMENT INFO SYSTEMS				30990 2					
MARKETING/MARK MGMT (RESR			17500 2						24000 1
ADVERTISING						23560 1			
COMMUNICATIONS			39666 1						
ELEMENTARY EDUCATION					19739 27 34985/11000				
PHYSICAL EDUCATION					17097 2				17000 1
SPECIAL EDUCATION					23916 5				
FOREIGN LANGUAGES					21000 1				
LETTERS (incl English, Li				32000 1	35643 1	20200 1			
VISUAL & PERFORMING ARTS					16456 3				
HUMANITIES - OTHER					21950 2				
CRIMINAL JUSTICE						21000 2			
POLITICAL SCIENCE/GOVT					44400 1	15798 2	28333 3		
PSYCHOLOGY					16492 2	23100 1			
SOCIOLOGY			19500 1				31200 1		
AEROSPACE & AERONAUTICAL						27700 2			
ARCHITECTURAL							34032 1		
CIVIL			34000 1	32000 1			33983 7		
COMPUTER		40505 1				26252 1			

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ELECTRICAL/ELECTRONIC		32650 2		37611 6		27405 7	32700 1		
INDUSTRIAL				41000 1					
MECHANICAL		33000 1		38333 3		27655 6	29200 1		
ENGINEERING TECHNOLOGY			35000 1			29430 1			
PLANT SCIENCES					38000 1				
NATURAL RESOURCES							24000 1		
OTHER AGRICULTURAL SCIENC					24690 1		32000 1		
COMPUTER SCIENCE				28800 1		22608 1	37000 2		
HEALTH SCIENCES					23088 1				16640 1
BIOLOGICAL									10000 1
MATHEMATICS					22983 1				

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					26500 3			25000 1	
BUSINESS ADMIN (INCL MGMT					29400 2		29000 2		31200 2
ECONOM & FINANCE (BANKING					24300 2				29500 2
HUMAN RSRCS (incl LABOR R							32000 1		
MANAGEMENT INFO SYSTEMS								24000 1	
MARKETING/MARK MGMT (k...							21000 1		30250 4
COMMUNICATIONS	22000 1								27000 1
ELEMENTARY EDUCATION	10000 1								
LETTERS (incl English, Li							21000 1		18000 1
VISUAL & PERFORMING ARTS					23000 1				
HISTORY									30000 1
PSYCHOLOGY			10000 1					25200 1	
SOCIAL SCIENCES-OTHER			25000 1	45000 1					
AEROSPACE & AERONAUTICAL					31446 8				
CHEMICAL									32700 2
CIVIL								31233 3	
ELECTRICAL/ELECTRONIC					33700 4				
INDUSTRIAL					31200 1		32400 1		30000 1
MECHANICAL					29936 7			35600 2	
ENGINEERING TECHNOLOGY					30300 4			29600 2	
AGRIBUSINESS						24888 8			24500 1
ANIMAL SCIENCES						26400 3			
OTHER AGRICULTURAL SCIENC						25000 1			

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
COMPUTER SCIENCE					33800 2				32000 1

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING	30000	2	25625	4			27000	2									28356	9
BUSINESS ADMIN (INCL MGMT	30600	2	29750	2	29233	3											31236	4
DISTRIBUTION MANAGEMENT					26700	1												
ECONOM & FINANCE (BANKING	33000	2			26200	3	40000	1									30100	5
HUMAN RSRCS (incl LABOR R	30000	1	26000	1	30000	1											27000	1
MARKETING/MARK MGMT (RESR	20550	2			26000	5	29200	1										
LETTERS (incl English, LI	30000	1																
HUMANITIES - OTHER	22000	1																
POLITICAL SCIENCE/GOVT					26600	1												
CHEMICAL															39000	1		
COMPUTER			29400	2														
ELECTRICAL/ELECTRONIC	36400	1	36140	10													37250	2
ENVIRONMENTAL ENGINEERING			26400	1														
INDUSTRIAL	30167	3	34296	3														
MECHANICAL	36000	1							30000	1								
MINING (INCL GEOLOGICAL)											34000	1						
ENGINEERING TECHNOLOGY	32000	1	33800	4														
AGRIBUSINESS					26000	1												
OTHER AGRICULTURAL SCIENC					22500	2												
COMPUTER SCIENCE	31813	8	36500	2			32000	1										
MATHEMATICS			26000	1														

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING			21600 1				23000 3
BUSINESS ADMIN (INCL MGMT							18500 2
ECONOM & FINANCE (BANKING			30000 1		14000 1		20633 3
MARKETING/MARK MGMT (RESR			22500 1		16350 2	24400 3	21867 3
COMMUNICATIONS						23000 1	
LETTERS (incl English, Li					21000 1		23300 1
VISUAL & PERFORMING ARTS							18000 1
HUMANITIES - OTHER					21000 1		22825 2
PSYCHOLOGY						27000 1	
SOCIOLOGY						23000 1	
MECHANICAL			33000 1				32000 1
ENGINEERING TECHNOLOGY	26000 1						

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	25395 121 31200/23000	21667 3		22088 20 27000/19000	23433 3	24400 5	24563 8	30343 7	
BACHELOR - TECHNICAL	30000 2		29700 5	27333 6		36450 4	27506 15	29098 9	32275 4

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	24059 29 32000/20000	19733 3	20317 6	25524 16	21840 1	22269 53 45000/18000	24875 4		22000 1
BACHELOR - TECHNICAL	28000 3	25000 1	25000 1	29500 5		24800 5			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	25667 3		24988 11	32495 4	20845 45 44400/11000	21660 19	26307 23 39000/22800		22333 6
BACHELOR - TECHNICAL		34701 4	34500 2	36872 12	27190 4	27303 18	33129 14		13320 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	16000 2		17500 2	45000 1	26238 8		26400 5	24733 3	28855 11
BACHELOR - TECHNICAL					31381 26 39500/28500	25275 12	32400 1	32014 7	30380 5

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	28209 11	26817 7	26757 14	30800 4					29350 19
BACHELOR - TECHNICAL	32100 14	34073 23 55000/28600	23667 3	32000 1	30000 1	34000 1		39000 1	37250 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL			24700 3		17740 5	24367 6	
BACHELOR - TECHNICAL	26000 1		33000 1				

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	32740 5			29496 2					
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	47500 2								
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH					39000 1				
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	38500 2	32500 1							
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	25451 108 31200/22200	25770 66 50000/22000		25000 1	32000 1				26920 3
BUSINESS ADMIN (INCL MGMT	28000 1		19900 2						27000 1
ECONOM & FINANCE (BANKING	23600 5	26588 8	21500 3		26500 1			27000 1	26287 16
MARKETING/MARK MGMT (RESR									24750 2
REAL ESTATE									18500 1
ADVERTISING		23780 2							
LETTERS (incl English, Li			24000 1						
VISUAL & PERFORMING ARTS		23000 1							
HUMANITIES - OTHER									29510 1
HISTORY				21000 1					
POLITICAL SCIENCE/GOVT								16800 1	
AGRIBUSINESS	21000 1								
ANIMAL SCIENCES				30000 1					
HEALTH SCIENCES		16640 1							

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING		20000 1					27000 1		
BUSINESS ADMIN (INCL MGMT	19100 2	29800 2	22000 1				30000 1	17300 3	
ECONOM & FINANCE (BANKING	25000 2	24000 1							
HUMAN RSRCS (incl LABOR R			24500 2						
MARKETING/MARK MGMT (RESR			36000 1		29000 1				
REAL ESTATE	24000 1								
COMMUNICATIONS			22000 1					12000 1	
JOURNALISM						15000 1		21840 1	
LETTERS (incl English, Li									30000 1
VISUAL & PERFORMING ARTS				24000 1					
POLITICAL SCIENCE/GOVT			11400 1						
ENGINEERING TECHNOLOGY		31500 1							
MATHEMATICS	25000 1					26000 1			

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									23383 15
BUSINESS ADMIN (INCL MGMT		25653 5	29587 9			26900 2	19833 3		
DISTRIBUTION MANAGEMENT				26700 1					
ECONOM & FINANCE (BANKING		30000 2			28000 2	19500 1	22567 6		26700 2
HUMAN RSRCS (incl LABOR R							30000 1		
MARKETING/MARK MGMT (RESR	17000 1	21050 2	22333 6	24500 2	25000 1		26026 19		
COMMUNICATIONS		31333 2					28500 2		
LETTERS (incl English, Li	32000 1	23300 1							
VISUAL & PERFORMING ARTS							18000 1		
HUMANITIES - OTHER							22000 1		
HISTORY							20000 2		
POLITICAL SCIENCE/GOVT							15800 2		
PSYCHOLOGY			26000 1				26100 2		
SOCIOLOGY								31200 1	
ELECTRICAL/ELECTRONIC		34700 1							
INDUSTRIAL							31500 2		
MECHANICAL							30000 1		
ENGINEERING TECHNOLOGY							33000 1		
AGRIBUSINESS		20000 1	24500 1		25000 1		25400 5		
ANIMAL SCIENCES							30000 1		
COMPUTER SCIENCE							15996 2		

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT			25764 1						22000 1
LETTERS (incl English, Li		20200 1							
CRIMINAL JUSTICE				21000 2					
POLITICAL SCIENCE/GOVT	24000 1								
PSYCHOLOGY			23100 1						
AEROSPACE & AERONAUTICAL									30160 1
AGRICULTURAL								32750 2	
ARCHITECTURAL							34032 1		
CHEMICAL							27000 1		
CIVIL							34245 3	33642 8	
COMPUTER							38000 1		
ELECTRICAL/ELECTRONIC							55000 1	36000 1	33220 5
INDUSTRIAL									32022 4
MECHANICAL							28500 1	28600 2	34675 4
ENGINEERING TECHNOLOGY							312[illegible] 1		31300 4
ARCHITECTURAL & ENVIRONME							28000 1		

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT									31000 1
ECONOM & FINANCE (BANKING								40000 1	
AEROSPACE & AERONAUTICAL	32240 1				25000 1	29913 5			35000 2
AGRICULTURAL									36000 1
CHEMICAL							38700 2		
CIVIL									32703 4
COMPUTER	28351 3		32000 1						35500 1
ELECTRICAL/ELECTRONIC	32400 1	36078 3	38500 1	31000 1		33650 2			32177 19
ENIVRONMENTAL ENGINEERING					26400 1				
INDUSTRIAL	34500 1				32400 1	32000 1		34000 1	30000 1
MECHANICAL		36184 3			32000 2	32700 1		31700 1	29153 10
MINING (INCL GEOLOGICAL)								34000 1	
ENGINEERING TECHNOLOGY								28000 1	33206 5
COMPUTER SCIENCE	30000 2		33026 4						

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	17000 1								
ECONOM & FINANCE (BANKING	25000 1								
MARKETING/MARK MGMT (RESR									24000 1
ELECTRICAL/ELECTRONIC					44000 1				
NATURAL RESOURCES		24000 1							
BIOLOGICAL			10000 1						

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING						26000 1			
BUSINESS ADMIN (INCL MGMT					25200 1				
ECONOM & FINANCE (BANKING						27000 1		32000 1	
MANAGEMENT INFO SYSTEMS						27000 2	31980 1		
COMMUNICATIONS					20000 1				
POLITICAL SCIENCE/GOVT		22000 1							
PSYCHOLOGY		10000 2							
SOCIAL SCIENCES-OTHER				25000 1					
COMPUTER					40505 1				
INDUSTRIAL							41000 1		
AGRIBUSINESS									28500 2
ANIMAL SCIENCES									24600 2
OTHER AGRICULTURAL SCIENC									25500 4
COMPUTER SCIENCE					29477 13	31500 2	31201 12		
INFORMATION SCIENCES & SY						26000 2			
MATHEMATICS							28000 1	31000 1	

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		34000 1		18000 1					
BUSINESS ADMIN (INCL MGMT		24500 2		21982 17			30000 1		
ECONOM & FINANCE (BANKING		25250 4		23275 8				33000 2	
HOTEL/RESTAURANT MGMT.				20600 1					
HUMAN RSRCS (incl LABOR R			27800 4	27000 3					
MANAGEMENT INFO SYSTEMS		32500 2							
MARKETING/MARK MGMT (RESR			19000 1	22792 13					
COMMUNICATIONS		22000 1		20612 5					
ELEMENTARY EDUCATION									19391 28 34985/10975
PHYSICAL EDUCATION		17000 1							17097 2
SPECIAL EDUCATION									23916 5
TEXTILES & CLOTHING				20500 4					
FOREIGN LANGUAGES									21000 1
LETTERS (incl English, Li				20685 4					35643 1
VISUAL & PERFORMING ARTS									16456 3
HUMANITIES - OTHER				22217 3					21950 2
CRIMINAL JUSTICE				18000 1					
HISTORY				24000 2					
POLITICAL SCIENCE/GOVT		44400 1	29598 2	18000 2					
PSYCHOLOGY									22983 1
SOCIOLOGY				23375 4					
SOCIAL SCIENCES-OTHER				45000 1					
AGRICULTURAL		28000 1							

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
INDUSTRIAL		29000 2							
ENGINEERING TECHNOLOGY				27300 2					
AGRIBUSINESS		27800 2		19500 3					
PLANT SCIENCES									38000 1
NATURAL RESOURCES		28080 1							
OTHER AGRICULTURAL SCIENC				25000 1					24690 1
COMPUTER SCIENCE		33500 2							
HEALTH SCIENCES									23088 1
ARCHITECTURAL & ENVIRONME	25875 4								
BIOLOGICAL		23800 1							
MATHEMATICS					30100 2				22983 1

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	25392 114 31200/22200	25767 77 50000/22000	21383 6	23000 2	29250 2			21900 2	26077 24 37000/20500
BACHELOR - TECHNICAL	21000 1	16640 1		30000 1					

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	22440 5	25900 4	23400 6	24000 1	29000 1	15000 1	28500 2	17148 5	30000 1
BACHELOR - TECHNICAL	25000 1	31500 1				26000 1			

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	24500 2	26361 12	26643 16	25233 3	27000 3	24433 3	24108 39 45000/14000	31200 1	23774 17
BACHELOR - TECHNICAL		27350 2	24500 1		25000 1		26249 12		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	24000 1	20200 1	24432 2	21000 2					22000 1
BACHELOR - TECHNICAL							34447 10	32910 13	32680 18

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL								40000 1	
BACHELOR - TECHNICAL	30524 8	36131 6	33768 6	31000 1	29560 5	31285 9	38700 2	31925 4	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	21000 2								
BACHELOR - TECHNICAL		24000 1	10000 1		44000 1				

AVERAGE SALARY OFFERS APRIL 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL		14000 3		25000 1	22600 2	26750 4	31980 1	32000 1	
BACHELOR - TECHNICAL					30265 14	28750 4	31672 14	31000 1	26025 8

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		27700 12	27056 7	22475 69 45000/18000			30000 1	33000 2	20224 43 35643/11000
BACHELOR - TECHNICAL	25875 4	28942 9		23017 6	30100 2				27190 4

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 4 May 1991

WESTERN REGION (WCPA)

Arizona State University
California Institute of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Irvine - Graduate School of Management
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Point Loma Nazarene College
Portland State University
University of Redlands
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California - Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Western** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (April 5, 1991, through May 6, 1991) and cumulatively (September 1, 1990, and May 6, 1991).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	3	273	$25000	$26609	*	*	*	221	2304	$25308	$26667	$28119	$25000	$21737
BUSINESS ADMIN (INCL MGMT	+	94	+	23730				64	653	24180	23520	31500	24000	18000
DISTRIBUTION MANAGEMENT	1	5	24700	26340	*	*	*	2	14	25700	26900	*	*	*
ECONOM & FINANCE (BANKING	2	179	27350	27327	*	*	*	74	880	25517	25814	30000	26000	20000
HOTEL/RESTAURANT MGMT.	+	10	+	21340				1	49	20600	21165	*	*	*
HUMAN RSRCS (incl LABOR R	+	4	+	24650				10	72	27120	24612	*	*	*
MANAGEMENT INFO SYSTEMS	1	27	28800	28819	*	*	*	6	248	29963	28407	*	*	*
MARKETING/MARK MGMT (RESR	+	151	+	24641				60	793	23907	23825	30000	23000	18000
REAL ESTATE	+	1	+	24000				2	6	21250	20887	*	*	*
COMMUNICATIONS														
ADVERTISING	+	3	+	18500				2	46	23780	20938	*	*	*
COMMUNICATIONS	+	12	+	19399				15	139	23448	21750	*	*	*
JOURNALISM	+	7	+	21989				2	81	18420	19955	*	*	*
TELECOMMUN/BROADCASTING	1	17	28000	24658	*	*	*	1	39	28000	23784	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	+	19	+	21121				32	227	19158	20080	24000	20324	11000
PRE-ELEMENTARY EDUCATION	+	+	+	+				+	27	+	16647			
PHYSICAL EDUCATION	+	4	+	19900				3	25	17065	19245	*	*	*
SPECIAL EDUCATION	+	1	+	18807				5	42	23916	22847	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	4	+	24550				+	16	+	20681			
TEXTILES & CLOTHING	+	12	+	21000				5	52	20800	21721	*	*	*
MERCHANDISING MANAGEMENT	+	7	+	19343				+	31	+	20926			
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	22100				1	19	21000	21401	*	*	*
LETTERS (incl English, Li	+	10	+	22377				10	77	24788	21725	*	*	*
VISUAL & PERFORMING ARTS	+	6	+	20417				6	51	19061	19979	*	*	*
HUMANITIES - OTHER	+	9	+	22433				7	50	23151	22832	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	1	+	20000				3	41	20000	20966	*	*	*
HISTORY	+	6	+	23167				5	37	21800	22506	*	*	*
POLITICAL SCIENCE/GOVT	+	11	+	22850				14	94	23421	22294	*	*	*
PSYCHOLOGY	+	16	+	22881				8	107	20285	19863	*	*	*
SOCIOLOGY	+	4	+	20336				5	46	24940	19830	*	*	*
SOCIAL SCIENCES-OTHER	+	22	+	24949				3	82	30065	20939	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	17	30000	30268	*	*	*	11	105	30633	30256	*	*	*
AGRICULTURAL	+	14	+	30224				4	35	32375	30669	*	*	*
ARCHITECTURAL	+	7	+	32179				1	44	34032	30659	*	*	*
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	6	+	27917			
CHEMICAL	1	164	31080	37898	*	*	*	4	1100	33870	37384	*	*	*
CIVIL	2	131	32000	28864	*	*	*	18	637	32871	29545	*	*	*
COMPUTER	1	44	28000	31589	*	*	*	10	144	32666	31891	*	*	*
ELECTRICAL/ELECTRONIC	8	230	30778	33477	*	*	*	45	1232	33445	33113	40716	33900	26252

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	2	+	$29250				1	4	$26400	$29475	*	*	*
INDUSTRIAL	+	60	+	32960				14	281	32356	32289	*	*	*
MECHANICAL	3	292	$33077	34347	*	*	*	29	1466	31435	34069	$36000	$31000	$26252
METALLURGICAL	1	39	33000	33664	*	*	*	1	124	33000	33557	*	*	*
MINING (INCL GEOLOGICAL)	+	3	+	32000				1	39	34000	31184	*	*	*
NUCLEAR	+	2	+	30417				+	15	+	32332			
PETROLEUM	+	28	+	40166				+	164	+	38686			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	+	26	+	29405				16	144	31439	28678	*	*	*
INDUSTRIAL TECHNOLOGY	+	6	+	30000				+	18	+	27361			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	8	+	24750				16	60	24288	22712	*	*	*
ANIMAL SCIENCES	+	4	+	23000				4	27	27300	21746	*	*	*
PLANT SCIENCES	+	6	+	19702				1	14	38000	20221	*	*	*
NATURAL RESOURCES	+	1	+	16300				2	11	26040	20005	*	*	*
OTHER AGRICULTURAL SCIENC	+	4	+	19750				6	27	25282	24597	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	72	28000	32088	*	*	*	38	585	29992	30469	36600	30000	22608
COMPUTER PROGRAMMING	+	2	+	19375				+	21	+	28173			
INFORMATION SCIENCES & SY	+	15	+	28829				2	142	26000	29000	*	*	*
SYSTEMS ANALYSIS	+	2	+	31000				+	6	+	25427			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	72	+	28058			
HEALTH SCIENCES	+	5	+	17700				2	32	19864	20564	*	*	*
NURSING	+	10	+	26500				+	89	+	28349			
PHARMACY	+	1	+	44200				+	31	+	39040			
SCIENCES														
ACTUARIAL	+	1	+	31740				+	9	+	29269			
ARCHITECTURAL & ENVIRONME	+	+	+	+				5	16	26300	26463	*	*	*
BIOLOGICAL	+	11	+	22210				3	51	21267	21267	*	*	*
CHEMISTRY	+	4	+	28355				+	64	+	27625			
GEOLOGY & GEOLOGICAL SCI	+	3	+	26233				+	25	+	28250			
MATHEMATICS	+	28	+	29868				7	113	27598	27503	*	*	*
PHYSICS	+	1	+	27400				+	15	+	29059			
OTHER PHYSICAL & EARTH SC	+	1	+	28000				+	5	+	22109			
POLYMER SCIENCE	+	2	+	35250				+	2	+	35250			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	26	2162						808	13323					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	3	184	$25000	$27139	*	*	*	125	1735	$25236	$27222	$28000	$25500	$22200
ACCOUNTING (PRIVATE)	+	79	+	25617				90	591	25506	25068	29000	25000	22000
COMMERCIAL BANKING (CNSMR	+	17	+	23665				6	70	21383	22376	*	*	*
COMMERCIAL BANKING (LENDG	+	27	+	23876				3	88	25333	24086	*	*	*
INVESTMT BANKING (CORP FN	+	3	+	26333				2	27	29250	28093	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	*				+	2	+	28500			
INVESTMT BANKG (REAL EST)	+	+	+	*				+	4	+	18875			
INVESTMT BANKG (SALES & T	+	2	+	32000				2	19	21900	23268	*	*	*
FINANCIAL/TREASURY ANALYS	+	64	+	29466				26	293	25687	27173	30000	26440	20400
PORTFOLIO MGMT/BROKERAGE	+	4	+	33250				6	29	22867	23416	*	*	*
UNDERWRITING	+	21	+	25648				6	110	25850	24295	*	*	*
INSURANCE - CLAIMS	+	12	+	23658				6	80	23400	22813	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	7	+	21500				1	26	24000	20086	*	*	*
MEDIA PLANNING	+	2	+	15250				1	12	29000	20287	*	*	*
REPORTING	+	+	+	*				2	16	20500	16355	*	*	*
PRODUCTION	1	4	24700	26140	*	*	*	3	44	27233	24874	*	*	*
PUBLIC RELATIONS	+	2	+	19720				5	44	17148	20000	*	*	*
WRITING / EDITING	+	5	+	22700				1	28	30000	20589	*	*	*
MARKETING														
ADVERTISING	+	6	+	19067				2	31	24500	20474	*	*	*
BRAND/PRODUCT MANAGEMENT	+	13	+	24645				16	109	26252	24319	*	*	*
BUYER/MERCHANDISING	1	55	28000	23580	*	*	*	20	196	26789	23447	33000	25500	21000
DISTRIBUTION	+	2	+	25500				3	39	25233	26459	*	*	*
MARKET RESEARCH	+	6	+	27483				4	60	26500	25273	*	*	*
PURCHASING	+	4	+	28500				3	27	24433	27570	*	*	*
SALES	2	144	27350	25757	*	*	*	66	796	24241	25314	30000	25000	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	5	+	20600				2	26	29600	20328	*	*	*
FINANC,TAXA, MONETARY POL	+	17	+	23123				17	66	23774	22909	*	*	*
ECONOMIC PROGRAMS	+	+	+	*				4	10	21549	21659	*	*	*
LAW ENFORCEMENT	+	2	+	18530				1	37	20200	23362	*	*	*
MILITARY	+	2	+	24917				2	46	24432	23646	*	*	*
NATIONAL SECURITY	+	1	+	20000				2	8	21000	20200	*	*	*
URBAN / REGIONAL PLANNING	+	+	+	+				+	10	+	19183			
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	6	+	26333			
DESIGN / CONSTRUCT	3	94	33907	30318	*	*	*	14	677	33656	30702	*	*	*
ENVIRONMENTAL/SANITATION	+	16	+	29419				13	120	32910	30840	*	*	*
MANUFACTURING/INDUSTRIAL	+	137	+	34314				20	789	31987	33890	36000	31600	28000
SYSTEMS / PROGRAMMING	1	34	28800	31754	*	*	*	9	182	30332	32263	*	*	*
POWER SYSTEMS	1	27	34000	32981	*	*	*	7	164	35827	33185	*	*	*
SOFTWARE DESIGN & DEVELOP	1	17	28000	32858	*	*	*	9	139	33134	32396	*	*	*
HARDWARE DESIGN & DEVELOP	+	33	+	34675				1	155	31000	33517	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	+	32	+	$34964				5	252	$29560	$34165	*	*	*
TESTING	1	11	$31500	32438	*	*	*	10	115	31306	30665	*	*	*
PROCESS ENGINEERING	1	154	31080	37939	*	*	*	3	893	36160	37654	*	*	*
PROJECT ENGINEERING	+	268	+	33817				5	851	33540	34178	*	*	*
OTHER ENGINEERING	9	195	32000	31991	*	*	*	55	1074	31962	32645	$36000	$31850	$26252
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	2	+	21000				2	22	21000	24025	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				1	3	24000	23444	*	*	*
MEDICAL TECHNOLOGY	+	1	+	12000				1	32	10000	23649	*	*	*
NURSES / PERSONAL CARE	+	10	+	26500				+	85	+	27884			
OCCUPATIONAL THERAPY	+	+	+	+				1	21	44000	29647	*	*	*
PHARMACIST	+	1	+	44200				+	32	+	38650			
PHYSICAL THERAPY	+	+	+	+				+	11	+	26516			
RESPIRATORY THERAPY	+	+	+	+				+	4	+	33914			
OTHER HEALTH RELATED	+	6	+	19250				1	63	24000	23580	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	2	+	25250				+	21	+	20649			
COUNSELING	+	2	+	19500				3	47	14000	16977	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	2	+	20620			
SOCIAL WORK	+	6	+	16937				1	41	25000	17369	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	+	64	+	29905				16	454	29307	28886	*	*	*
INFORMATION SYSTEMS	+	34	+	30085				8	190	27750	29428	*	*	*
SYSTEMS ANALYSIS & DESIGN	1	28	28000	31708	*	*	*	16	267	31462	30056	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	10	+	32524				2	22	31500	31580	*	*	*
AGRICULTURE/NAT'L RESOURC	+	22	+	23314				8	83	26025	21885	*	*	*
ARCHITECTURE	+	+	+	+				4	8	25875	26238	*	*	*
CONSULTING	1	78	17230	29774	*	*	*	22	346	27732	29144	34000	28000	22000
HUMAN RESRCS /INDUS RELS	+	7	+	25771				7	72	27056	23623	*	*	*
MANAGEMENT TRAINEE	+	140	+	23510				81	898	22717	22804	28000	22740	18000
MATH/STATISTICIANS	+	3	+	22584				2	24	30100	23554	*	*	*
PARALEGAL	+	2	+	18750				+	10	+	20450			
RESEARCHERS NON-TECHNICAL	+	+	+	+				1	8	30000	23077	*	*	*
RESEARCHERS - TECHNICAL	+	4	+	33758				2	34	33000	28981	*	*	*
TEACHING	+	32	+	20732				51	427	20558	20549	27083	21614	11000
TOTALS	26	2162						808	13323					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

WCPA REGIONAL Report No. 4 MAY 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	23	+	$32298				+	184	+	$31324			
MBA--NON-TECH	+	33	+	35675				13	283	$35861	35653	*	*	*
MBA--TECH	+	10	+	43850				+	60	+	39898			
MS-BUSINESS	+	9	+	40400				+	25	+	42514			
ECONOMICS & FINANCE (BANK	+	63	+	43954				2	147	32644	43562	*	*	*
HUMAN RESOURCES (INCL LAB	+	13	+	40231				+	36	+	37981			
MANAGEMENT INFORMATION SY	+	6	+	38587				+	20	+	35686			
MARKETING/MKTNG MGT (RESE	+	50	+	43302				+	100	+	44661			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	+	+	+				+	8	+	29320			
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				3	16	22363	23926	*	*	*
ELEMENTARY EDUCATION	+	1	+	19000				11	28	24019	24224	*	*	*
PHYSICAL EDUCATION	+	1	+	16500				1	5	14000	22900	*	*	*
READING EDUCATION	+	+	+	+				1	1	32944	32944	*	*	*
SPECIAL EDUCATION	+	1	+	22500				5	10	25958	23757	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	16650			
LETTERS	+	+	+	+				+	4	+	23500			
VISUAL & PERFORMING ARTS	+	+	+	+				+	3	+	20408			
HUMANITIES - OTHER	+	+	+	+				+	4	+	31251			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	1	+	22145			
PSYCHOLOGY	+	1	+	24000				+	11	+	23592			
SOCIOLOGY	+	+	+	+				1	3	28000	24267	*	*	*
SOCIAL SCIENCES - OTHER	+	+	+	+				+	13	+	30853			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	3	+	36672				+	11	+	35921			
AGRICULTURAL	+	2	+	28500				+	2	+	28500			
BIOENGINEERING & BIOMEDIC	+	1	+	35500				+	2	+	32750			
CHEMICAL	+	9	+	40369				1	53	41028	39988	*	*	*

continued

WCPA REGIONAL Report No. 4 MAY 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	+	9	+	$34270				+	79	+	$34904			
COMPUTER	+	5	+	42330				+	7	+	40921			
ELECTRICAL/ELECTRONIC	+	18	+	39275				8	138	$38044	38451	*	*	*
INDUSTRIAL	+	1	+	39000				1	22	31000	36502	*	*	*
MECHANICAL	+	9	+	39728				4	124	34072	38202	*	*	*
METALLURGICAL	+	2	+	39012				+	19	+	38013			
MINING & MINERAL	+	+	+	+				+	14	+	35007			
NUCLEAR	+	+	+	+				+	2	+	37800			
PETROLEUM	+	4	+	43400				+	30	+	43500			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	18000				+	4	+	20972			
HEALTH SCIENCES	+	1	+	26500				+	14	+	26250			
NURSING	+	+	+	+				+	1	+	49000			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	7	+	26671			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	1	+	28080			
BIOLOGICAL	+	+	+	+				+	3	+	22686			
CHEMISTRY	+	+	+	+				+	10	+	33412			
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	10	$38500	36381	*	*	*	3	101	36833	37419	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	5	+	39540				+	30	+	36917			
MATHEMATICS (INCL ACTUARI	+	2	+	28750				1	13	10000	27977	*	*	*
PHYSICS	+	+	+	+				+	3	+	27219			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	1	293						55	1660					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/5/91 THROUGH 5/6/91

CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	26	+	$47922				+	146	+	$44582			
MBA--TECH	+	14	+	48279				+	51	+	47900			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	70	+	49324				2	219	$44000	48390	*	*	*
MBA--TECH	+	43	+	50033				+	110	+	51878			
OVER 4 YEARS														
MBA--NON-TECH	+	43	+	50948				3	181	33333	48651	*	*	*
MBA--TECH	+	25	+	55297				1	89	85000	52914	*	*	*
TOTALS	+	221						6	796					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/5/91 THROUGH 5/6/91

CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	1	+	$71500				2	11	$62550	$56736	*	*	*
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				4	7	35768	37582	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	35000				+	2	+	32500			
FOREIGN LANGUAGES	+	+	+	+				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	7	+	45957			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	3	+	46027			
CHEMICAL	+	12	+	52333				+	54	+	53038			
CIVIL	+	+	+	+				+	6	+	41499			
COMPUTER	+	+	+	+				+	2	+	52250			
ELECTRICAL/ELECTRONIC	+	2	+	53750				1	13	57000	55798	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	1	+	56000				+	5	+	48033			
METALLURGICAL	+	3	+	52200				+	15	+	48667			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	2	+	43000			
BIOLOGICAL	+	+	+	+				+	4	+	31138			
CHEMISTRY	+	2	+	50000				+	55	+	48340			
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	10	+	52184			
MATHEMATICS	+	+	+	+				+	6	+	38483			
PHYSICS	+	+	+	+				+	2	+	40000			
POLYMER	+	3	+	44133				+	5	+	47600			
TOTALS	+	25						7	213					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MAY 1991 WCPA REGIONAL CUMULATIVE REPORT — Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER — CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 — 90th: 22080 / 10th: 18330 — PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	25341 125 31200/22200			23533 3		32333 3	22833 3	30200 2	
BUSINESS ADMIN (INCL MGMT	28000 1			20400 5			25000 1	27000 1	
ECONOM & FINANCE (BANKING	23200 5			23158 7	26750 2	28000 1	25000 1	30000 2	
MANAGEMENT INFO SYSTEMS							28800 1	32500 2	
MARKETING/MARK MGMT (RESR		17000 1		25000 1			29000 2		
ADVERTISING		24000 1							
COMMUNICATIONS				22530 2			20000 1		
JOURNALISM						15000 1			
LETTERS (incl English, Li				24000 1					
VISUAL & PERFORMING ARTS		24000 1							
HISTORY				21000 1					
POLITICAL SCIENCE/GOVT				10000 1	16800 1	10000 1			
AGRICULTURAL								32375 4	
CIVIL			36000 1						34550 2
COMPUTER						36750 2	32000 1		
ELECTRICAL/ELECTRONIC							35000 2	17230 1	32000 1
INDUSTRIAL	30000 1		34000 1						
MECHANICAL								28000 1	
AGRIBUSINESS				20000 1				28000 1	
ANIMAL SCIENCES				30000 1					
NATURAL RESOURCES								28080 1	
COMPUTER SCIENCE				28667 3		36600 1	26236 11		
INFORMATION SCIENCES & SY	30000 1						22000 1		

AVERAGE SALARY OFFERS MAY 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ARCHITECTURAL & ENVIRONME			26167 3						28000 1
BIOLOGICAL								23800 1	
MATHEMATICS				28000 1		35700 1		24500 1	

AVERAGE SALARY OFFERS MAY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE		HOSPITALITY(AM		HOSPITALITY(HO		INSURANCE		LEGAL SVCS		MERCHANDISING		PERSONNEL SUPP		PROTECTIVE SER		PUBLISHING	
ACCOUNTING	24829	14			25500	2	23000	2			20375	2						
BUSINESS ADMIN (INCL MGMT	22000	4			17300	3	23300	6			20533	15						
ECONOM & FINANCE (BANKING	23377	13	28000	1			25359	3			24000	8						
HOTEL/RESTAURANT MGMT.											20600	1						
HUMAN RSRCS (incl LABOR R	30000	1					24500	2			21000	1						
MARKETING/MARK MGMT (RESR	20500	1			19000	1	33000	2			24631	16	22500	1	21000	6	22000	1
REAL ESTATE	21250	2																
COMMUNICATIONS			12000	1			22000	1			22000	4						
JOURNALISM									21840	1								
TELECOMMUN/BROADCASTING											28000	1						
TEXTILES & CLOTHING			19200	1							21200	4						
LETTERS (incl English, Li											22740	1						
HUMANITIES - OTHER							29510	1										
CRIMINAL JUSTICE											18000	1						
HISTORY											19333	3						
POLITICAL SCIENCE/GOVT											27500	3	26000	1				
PSYCHOLOGY	18000	1									26000	1						
SOCIOLOGY													25500	2				
INDUSTRIAL	28000	1									33000	1						
ENGINEERING TECHNOLOGY							31500	1										
AGRIBUSINESS											22750	4						
OTHER AGRICULTURAL SCIENC					25000	1												
COMPUTER SCIENCE	31000	1					28333	3										

AVERAGE SALARY OFFERS MAY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ARCHITECTURAL & ENVIRONME		25000 1							
MATHEMATICS	25000 1			31000 1					

AVERAGE SALARY OFFERS MAY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	22000 1		24250 2		24000 1	22232 10	25358 21 38000/22000		23000 1
BUSINESS ADMIN (INCL MGMT			24667 3			24382 2			17000 1
ECONOM & FINANCE (BANKING	27500 2		32000 1	36000 1		21000 2	26400 1		26500 2
HUMAN RSRCS (incl LABOR R			26200 1						
MANAGEMENT INFO SYSTEMS				30990 2					
MARKETING/MARK MGMT (RESR			17500 2						24000 1
ADVERTISING						23560 1			
COMMUNICATIONS			39666 1						
ELEMENTARY EDUCATION					19453 31 34985/11000				
PHYSICAL EDUCATION					17097 2				17000 1
SPECIAL EDUCATION					23916 5				
FOREIGN LANGUAGES					21000 1				
LETTERS (incl English, Li				32000 1	35643 1	20200 1			
VISUAL & PERFORMING ARTS					16456 3				
HUMANITIES - OTHER					21950 2				
CRIMINAL JUSTICE						21000 2			
POLITICAL SCIENCE/GOVT					44400 1	15798 2	28333 3		
PSYCHOLOGY					16492 2	23100 1			
SOCIOLOGY			19500 1				31200 1		
SOCIAL SCIENCES-OTHER						20195 1			
AEROSPACE & AERONAUTICAL						27700 2			
ARCHITECTURAL							34032 1		
CIVIL			34000 1	32000 1			32860 8		

AVERAGE SALARY OFFERS MAY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
COMPUTER		40505 1				26252 1			
ELECTRICAL/ELECTRONIC		32650 2		37611 6		27945 9	32700 1		
INDUSTRIAL				41000 1					
MECHANICAL		33000 1		38333 3		27609 7	29200 1		
ENGINEERING TECHNOLOGY			35000 1			29430 1			
PLANT SCIENCES					38000 1				
NATURAL RESOURCES							24000 1		
OTHER AGRICULTURAL SCIENC					24690 1		32000 1		
COMPUTER SCIENCE				28800 1		22608 1	37000 2		
HEALTH SCIENCES					23088 1				16640 1
BIOLOGICAL									10000 1
MATHEMATICS					22983 1				

AVERAGE SALARY OFFERS MAY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					26500 6			25000 1	
BUSINESS ADMIN (INCL MGMT					27267 3		29000 2		31200 2
ECONOM & FINANCE (BANKING					24300 2				29500 2
HUMAN RSRCS (incl LABOR R							32000 1		
MANAGEMENT INFO SYSTEMS								24000 1	
MARKETING/MARK MGMT (RESR							21000 1		30250 4
COMMUNICATIONS	22000 1								27000 2
ELEMENTARY EDUCATION	10000 1								
LETTERS (incl English, Li							21000 1		18000 1
VISUAL & PERFORMING ARTS					23000 1				
HISTORY									30000 1
PSYCHOLOGY			10000 1					25200 1	
SOCIAL SCIENCES-OTHER			25000 1	45000 1					
AEROSPACE & AERONAUTICAL					31285 9				
CHEMICAL									32700 2
CIVIL								30425 4	
COMPUTER					33800 2				
ELECTRICAL/ELECTRONIC					33560 5				
INDUSTRIAL					31200 1		32400 1		30000 1
MECHANICAL					29936 7			34133 3	
ENGINEERING TECHNOLOGY					30938 5			29600 2	
AGRIBUSINESS						24888 8			24500 1
ANIMAL SCIENCES						26400 3			

AVERAGE SALARY OFFERS MAY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
OTHER AGRICULTURAL SCIENC						25000 1			
COMPUTER SCIENCE					33800 2				32000 1
BIOLOGICAL									30000 1

AVERAGE SALARY OFFERS MAY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING	30000	2	25500	5			27000	2									28356	9
BUSINESS ADMIN (INCL MGMT	31733	3	29750	2	29233	3											31289	5
DISTRIBUTION MANAGEMENT					26700	1												
ECONOM & FINANCE (BANKING	33000	2	24000	1	26200	3	40000	1									30100	5
HUMAN RSRCS (incl LABOR R	30000	1	26000	1	30000	1											27000	1
MARKETING/MARK MGMT (RESR	20550	2			24875	8	29200	1										
COMMUNICATIONS					26000	1												
LETTERS (incl English, Li	30000	1																
HUMANITIES - OTHER	22000	1																
POLITICAL SCIENCE/GOVT					21600	1												
CHEMICAL									31080	1					39000	1		
CIVIL																	36000	1
COMPUTER	28000	1	29000	2														
ELECTRICAL/ELECTRONIC	35300	2	35378	13													37433	3
ENIVRONMENTAL ENGINEERING			26400	1														
INDUSTRIAL	30167	3	34296	3														
MECHANICAL	36000	1							29750	2							40700	1
METALLURGICAL											33000	1						
MINING (INCL GEOLOGICAL)											34000	1						
ENGINEERING TECHNOLOGY	32000	1	33800	4														
AGRIBUSINESS					26000	1												
OTHER AGRICULTURAL SCIENC					22500	2												
COMPUTER SCIENCE	31389	9	36500	2			32000	1										

AVERAGE SALARY OFFERS MAY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MATHEMATICS		26000 1							

AVERAGE SALARY OFFERS MAY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING			21600 1				23000 3
BUSINESS ADMIN (INCL MGMT							18500 2
DISTRIBUTION MANAGEMENT							24700 1
ECONOM & FINANCE (BANKING			30000 1		14000 1	26700 1	20633 3
MARKETING/MARK MGMT (RESR			22500 1		16350 2	24400 3	21867 3
COMMUNICATIONS						23000 1	
LETTERS (incl English, Li					21000 1		23300 1
VISUAL & PERFORMING ARTS							18000 1
HUMANITIES - OTHER					21000 1		22825 2
PSYCHOLOGY						27000 1	
SOCIOLOGY						23000 1	
MECHANICAL			33000 1				32000 1
ENGINEERING TECHNOLOGY	26000 1						

AVERAGE SALARY OFFERS MAY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	25280 131 31200/22200	21667 3		21894 21 27000/19000	23433 3	25000 6	25033 9	30343 7	
BACHELOR - TECHNICAL	30000 2		29700 5	27333 6		36450 4	27506 15	27911 10	32275 4

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	23625 36 32000/18000	19733 3	20317 6	25199 17	21840 1	22697 61 45000/18000	24875 4	21000 6	22000 1
BACHELOR - TECHNICAL	28000 3	25000 1	25000 1	29500 5		24800 5			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	25667 3		24988 11	32495 4	20574 49 44400/11000	21533 22 26000/20195	25966 26 39000/22000		22333 6
BACHELOR - TECHNICAL		34701 4	34500 2	36872 12	27190 4	27546 21 33420/26252	32587 15		13320 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	16000 2		17500 2	45000 1	26033 12		26400 5	24733 3	28700 12
BACHELOR - TECHNICAL					31613 31 39500/28500	25275 12	32400 1	31478 9	30317 6

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	28692 12	26333 9	26089 18	30800 4					29457 20 37000/26500
BACHELOR - TECHNICAL	31741 17	33931 26 55000/28600	23667 3	32000 1	30193 3	33500 2		39000 1	37800 5

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL			24700 3		17740 5	24700 7	
BACHELOR - TECHNICAL	26000 1		33000 1				

AVERAGE SALARY OFFERS MAY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	32740 5			29496 2					
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	47500 2								
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH					39000 1				
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	38500 2	32500 1							
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS MAY 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	25318 118 31200/22200	25645 75 50000/22000		25000 1	32000 1				24690 4
BUSINESS ADMIN (INCL MGMT	28000 1	24750 2	19900 2						27000 1
ECONOM & FINANCE (BANKING	23600 5	26167 9	21500 3		26500 1			27000 1	26152 17
MARKETING/MARK MGMT (RESR									24750 2
REAL ESTATE									18500 1
ADVERTISING		23780 2							
LETTERS (incl English, Li			24000 1						
VISUAL & PERFORMING ARTS		23000 1							
HUMANITIES - OTHER									29510 1
HISTORY				21000 1					
POLITICAL SCIENCE/GOVT								16800 1	
AGRIBUSINESS	21000 1								
ANIMAL SCIENCES				30000 1					
HEALTH SCIENCES		16640 1							

AVERAGE SALARY OFFERS MAY 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING		20000 1					27000 1		
BUSINESS ADMIN (INCL MGMT	19100 2	26533 3	22000 1				30000 1	17300 3	
DISTRIBUTION MANAGEMENT							24700 1		
ECONOM & FINANCE (BANKING	25000 2	24000 1							
HUMAN RSRCS (incl LABOR R			24500 2						
MARKETING/MARK MGMT (RESR			36000 1		29000 1				
REAL ESTATE	24000 1								
COMMUNICATIONS			22000 1					12000 1	
JOURNALISM						15000 1		21840 1	
LETTERS (incl English, Li									30000 1
VISUAL & PERFORMING ARTS				24000 1					
POLITICAL SCIENCE/GOVT			11400 1						
ENGINEERING TECHNOLOGY		31500 1							
MATHEMATICS	25000 1					26000 1			

AVERAGE SALARY OFFERS MAY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING								28000 1	23383 15
BUSINESS ADMIN (INCL MGMT		25544 6	29389 11			26900 2	19375 4		
DISTRIBUTION MANAGEMENT				26700 1					
ECONOM & FINANCE (BANKING		30000 2			28000 2	19500 1	23763 8		26700 2
HUMAN RSRCS (incl LABOR R							30000 1		
MARKETING/MARK MGMT (RESR	17000 1	22033 3	22333 6	24500 2	25000 1		24648 27 45000/20000		
COMMUNICATIONS		31333 2					27500 4		
TELECOMMUN/BROADCASTING			28000 1						
LETTERS (incl English, Li	32000 1	23300 1							
VISUAL & PERFORMING ARTS							18000 1		
HUMANITIES - OTHER							22000 1		
HISTORY							20000 2		
POLITICAL SCIENCE/GOVT							15800 2		
PSYCHOLOGY			26000 1				23400 3		
SOCIOLOGY								31200 1	
ELECTRICAL/ELECTRONIC		34700 1							
INDUSTRIAL							31500 2		
MECHANICAL							30000 1		
ENGINEERING TECHNOLOGY							33000 1		
AGRIBUSINESS		20000 1	24500 1		25000 1		25400 5		
ANIMAL SCIENCES							30000 1		
COMPUTER SCIENCE							15996 2		
BIOLOGICAL							30000 1		

AVERAGE SALARY OFFERS MAY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT			25764 1						22000 1
ECONOM & FINANCE (BANKING	21000 2								
LETTERS (incl English, Li		20200 1							
CRIMINAL JUSTICE				21000 2					
POLITICAL SCIENCE/GOVT	24000 1								
PSYCHOLOGY			23100 1						
SOCIAL SCIENCES-OTHER	20195 1								
AEROSPACE & AERONAUTICAL									30160 1
AGRICULTURAL								32750 2	
ARCHITECTURAL							34032 1		
CHEMICAL							27000 1		
CIVIL							31147 5	33642 8	
COMPUTER							38000 1		
ELECTRICAL/ELECTRONIC							44010 2	36000 1	33220 5
INDUSTRIAL									32022 4
MECHANICAL							34600 2	28600 2	33640 5
ENGINEERING TECHNOLOGY							31200 1		31300 4
ARCHITECTURAL & ENVIRONME							28000 1		

AVERAGE SALARY OFFERS MAY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT									31000 1
ECONOM & FINANCE (BANKING								40000 1	
MANAGEMENT INFO SYSTEMS	28800 1								
AEROSPACE & AERONAUTICAL	32240 1				25000 1	29913 5			33333 3
AGRICULTURAL									36000 1
CHEMICAL							36160 3		
CIVIL									33362 5
COMPUTER	28351 3		31900 4						35500 1
ELECTRICAL/ELECTRONIC	32400 1	35559 4	38500 1	31000 1		32933 3			32335 24 40716/26252
ENIVRONMENTAL ENGINEERING					26400 1				
INDUSTRIAL	34500 1				32400 1	32000 1		34000 1	30000 1
MECHANICAL		36184 3			32000 2	32700 1		31700 1	29172 12
METALLURGICAL									33000 1
MINING (INCL GEOLOGICAL)								34000 1	
ENGINEERING TECHNOLOGY								28000 1	33254 6
COMPUTER SCIENCE	30000 2		33026 4						

AVERAGE SALARY OFFERS MAY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	17000 1								
ECONOM & FINANCE (BANKING	25000 1								
MARKETING/MARK MGMT (RESR									24000 1
ELECTRICAL/ELECTRONIC					44000 1				
NATURAL RESOURCES		24000 1							
BIOLOGICAL			10000 1						

AVERAGE SALARY OFFERS MAY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING						26000 1			
BUSINESS ADMIN (INCL MGMT					25200 1				
ECONOM & FINANCE (BANKING						27000 1		32000 1	
MANAGEMENT INFO SYSTEMS						27000 2	31980 1		
COMMUNICATIONS					20000 1				
POLITICAL SCIENCE/GOVT		22000 1							
PSYCHOLOGY		10000 2							
SOCIAL SCIENCES-OTHER				25000 1					
COMPUTER					40505 1				
INDUSTRIAL							41000 1		
AGRIBUSINESS									28500 2
ANIMAL SCIENCES									24600 2
OTHER AGRICULTURAL SCIENC									25500 4
COMPUTER SCIENCE					29477 13	31500 2	30954 13		
INFORMATION SCIENCES & SY						26000 2			
MATHEMATICS							28000 1	31000 1	

AVERAGE SALARY OFFERS MAY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		34000 1		20375 2					
BUSINESS ADMIN (INCL MGMT		24500 2		21982 17			30000 1		
ECONOM & FINANCE (BANKING		25250 4		23275 8				33000 2	
HOTEL/RESTAURANT MGMT.				20600 1					
HUMAN RSRCS (incl LABOR R			27800 4	27000 3					
MANAGEMENT INFO SYSTEMS		32500 2							
MARKETING/MARK MGMT (RESR			19000 1	22879 14					
COMMUNICATIONS		22000 1		20612 5					
ELEMENTARY EDUCATION									19158 32 34985/11000
PHYSICAL EDUCATION		17000 1							17097 2
SPECIAL EDUCATION									23916 5
TEXTILES & CLOTHING				20800 5					
FOREIGN LANGUAGES									21000 1
LETTERS (incl English, Li				20685 4					35643 1
VISUAL & PERFORMING ARTS									16450 3
HUMANITIES - OTHER				22217 3					21950 2
CRIMINAL JUSTICE				18000 1					
HISTORY				24000 2					
POLITICAL SCIENCE/GOVT		44400 1	29598 2	23700 5					
PSYCHOLOGY									22983 1
SOCIOLOGY				23375 4					
SOCIAL SCIENCES-OTHER				45000 1					
AGRICULTURAL		28000 1							

AVERAGE SALARY OFFERS MAY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART B - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ELECTRICAL/ELECTRONIC		17230 1							
INDUSTRIAL		29000 2							
ENGINEERING TECHNOLOGY				27300 2					
AGRIBUSINESS		27800 2		19500 3					
PLANT SCIENCES									38000 1
NATURAL RESOURCES		28080 1							
OTHER AGRICULTURAL SCIENC				25000 1					24690 1
COMPUTER SCIENCE		33500 2							
HEALTH SCIENCES									23088 1
ARCHITECTURAL & ENVIRONME	25875 4								
BIOLOGICAL		23800 1							
MATHEMATICS					30100 2				22983 1

AVERAGE SALARY OFFERS MAY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	25271 124 31200/22200	25606 89 50000/22000	21383 6	23000 2	29250 2			21900 2	25687 26 37000/20400
BACHELOR - TECHNICAL	21000 1	16640 1		~~30000~~ 1					

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	22440 5	24720 5	23400 6	24000 1	29000 1	15000 1	27233 3	17148 5	30000 1
BACHELOR - TECHNICAL	25000 1	31500 1				26000 1			

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	24500 2	26095 14	26909 19	25233 3	27000 3	24433 3	23677 53 45000/18000	29600 2	23774 17
BACHELOR - TECHNICAL		27350 2	24500 1		25000 1		26538 13		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	21549 4	20200 1	24432 2	21000 2					22000 1
BACHELOR - TECHNICAL							33656 14	32910 13	32513 19

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	28800 1							40000 1	
BACHELOR - TECHNICAL	30524 8	35827 7	33134 9	31000 1	29560 5	31306 10	36160 3	31925 4	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	21000 2								
BACHELOR - TECHNICAL		24000 1	10000 1		44000 1				

AVERAGE SALARY OFFERS MAY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL		14000 3		25000 1	22600 2	26750 4	31980 1	32000 1	
BACHELOR - TECHNICAL					30265 14	28750 4	31427 15	31000 1	26025 8

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		27700 12	27056 7	22693 75 45000/18000			30000 1	33000 2	19994 47 35643/11000
BACHELOR - TECHNICAL	25875 4	27771 10		23017 6	30100 2				27190 4

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 5 July 1991

WESTERN REGION (WCPA)

Arizona State University
California Institute of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Irvine - Graduate School of Management
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Point Loma Nazarene College
Portland State University
University of Redlands
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California - Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Western** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (May 6, 1991, through June 5, 1991) and cumulatively (September 1, 1990, and June 5, 1991).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 5/6/91 THROUGH 6/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	33	611	$25354	$26364	$27500	$25000	$21800	235	2774	$25424	$26602	$28119	$25000	$21737
BUSINESS ADMIN (INCL MGMT	9	376	23611	23933	*	*	*	66	966	24099	23616	31500	24000	18000
DISTRIBUTION MANAGEMENT	+	4	+	29577				2	18	25700	27495	*	*	*
ECONOM & FINANCE (BANKING	2	441	25755	25890	32000	25500	20500	92	1238	25718	25913	32000	26000	20000
HOTEL/RESTAURANT MGMT.	+	69	+	21100				1	118	20600	21127	*	*	*
HUMAN RSRCS (incl LABOR R	9	39	20756	24238	*	*	*	19	93	24105	24066	*	*	*
MANAGEMENT INFO SYSTEMS	10	98	28620	29039	*	*	*	16	322	29124	28412	*	*	*
MARKETING/MARK MGMT (RESR	30	346	23908	23718	28200	24000	21000	80	1081	24158	23850	30000	24000	19000
REAL ESTATE	+	1	+	20000				2	7	21250	20760	*	*	*
COMMUNICATIONS														
ADVERTISING	+	9	+	24667				2	51	23780	21866	*	*	*
COMMUNICATIONS	5	65	22400	23155	*	*	*	18	193	22818	22067	*	*	*
JOURNALISM	1	30	21000	22821	*	*	*	3	103	19280	20586	*	*	*
TELECOMMUN/BROADCASTING	+	13	+	22200				1	52	28000	23388	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	4	56	17525	20015	*	*	*	32	273	19158	20054	24000	20324	11000
PRE-ELEMENTARY EDUCATION	+	3	+	16167				+	30	+	16599			
PHYSICAL EDUCATION	+	4	+	19750				3	29	17065	19314	*	*	*
SPECIAL EDUCATION	+	10	+	20711				5	50	23916	22424	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	11	+	21854				+	27	+	21159			
TEXTILES & CLOTHING	1	43	22000	21250	*	*	*	5	82	20800	21210	*	*	*
MERCHANDISING MANAGEMENT	+	13	+	21233				+	44	+	21017			
HUMANITIES														
FOREIGN LANGUAGES	+	19	+	21962				1	36	21000	21636	*	*	*
LETTERS (incl English, Li	3	44	21000	20966	*	*	*	13	112	23914	21490	*	*	*
VISUAL & PERFORMING ARTS	+	13	+	18520				6	63	19061	19646	*	*	*
HUMANITIES - OTHER	1	35	18000	23977	*	*	*	8	81	22508	22806	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	18	+	23295				3	58	20000	21533	*	*	*
HISTORY	1	37	37200	25430	*	*	*	6	68	24367	23465	*	*	*
POLITICAL SCIENCE/GOVT	5	54	25420	24407	*	*	*	16	131	23281	23063	*	*	*
PSYCHOLOGY	2	52	22250	21918	*	*	*	9	151	20976	20553	*	*	*
SOCIOLOGY	+	21	+	22206				5	63	24940	20119	*	*	*
SOCIAL SCIENCES-OTHER	2	46	22098	22570	*	*	*	4	127	28549	21536	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	21	34450	31568	*	*	*	12	123	30951	30434	*	*	*
AGRICULTURAL	+	5	+	30822				4	39	32375	30878	*	*	*
ARCHITECTURAL	+	10	+	32103				1	50	34032	31193	*	*	*
BIOENGINEERING & BIOMEDIC	+	3	+	32867				+	9	+	29567			
CHEMICAL	6	376	38565	37591	*	*	*	10	1352	36687	37381	*	*	*
CIVIL	13	264	34149	29902	*	*	*	30	829	33687	29666	39600	33800	28000
COMPUTER	2	70	33800	33158	*	*	*	10	201	32666	32368	*	*	*
ELECTRICAL/ELECTRONIC	22	537	32683	33298	36000	33750	27600	66	1642	33180	33191	38500	33700	26252

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	2	+	$28000				1	6	$26400	$28983	*	*	*
INDUSTRIAL	1	148	$35000	32199	*	*	*	15	414	32533	32299	*	*	*
MECHANICAL	9	567	32322	33881	*	*	*	37	1893	31703	34007	$36000	$31200	$27000
METALLURGICAL	+	35	+	32473				1	151	33000	33400	*	*	*
MINING (INCL GEOLOGICAL)	1	9	32400	32889	*	*	*	2	48	33200	31504	*	*	*
NUCLEAR	+	6	+	32733				+	21	+	32447			
PETROLEUM	+	27	+	40090				+	181	+	38972			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	5	47	31498	34088	*	*	*	20	180	31351	29697	34000	31200	28000
INDUSTRIAL TECHNOLOGY	+	17	+	30004				+	35	+	28645			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	3	19	27667	25019	*	*	*	19	74	24821	23145	*	*	*
ANIMAL SCIENCES	1	2	48000	33500	*	*	*	5	29	31440	22557	*	*	*
PLANT SCIENCES	+	3	+	18467				1	15	38000	20140	*	*	*
NATURAL RESOURCES	+	2	+	19500				2	12	26040	20588	*	*	*
OTHER AGRICULTURAL SCIENC	+	10	+	22970				6	37	25282	24158	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	10	220	32398	31122	*	*	*	48	762	30493	30680	36600	30740	24000
COMPUTER PROGRAMMING	+	16	+	26392				+	35	+	27216			
INFORMATION SCIENCES & SY	+	58	+	30187				2	200	26000	29344	*	*	*
SYSTEMS ANALYSIS	+	2	+	33450				+	8	+	27433			
HEALTH SCIENCES														
ALLIED HEALTH	+	96	+	30809				+	155	+	29654			
HEALTH SCIENCES	1	9	19000	22279	*	*	*	3	41	19576	20941	*	*	*
NURSING	+	161	+	32000				+	250	+	30801			
PHARMACY	+	28	+	39082				+	56	+	39439			
SCIENCES														
ACTUARIAL	+	20	+	33708				+	26	+	32309			
ARCHITECTURAL & ENVIRONME	2	2	36500	36500	*	*	*	7	18	29214	27578	*	*	*
BIOLOGICAL	1	13	30000	24672	*	*	*	3	61	21267	21457	*	*	*
CHEMISTRY	1	29	21000	25951	*	*	*	1	80	21000	27108	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	2	+	30000				+	27	+	28380			
MATHEMATICS	+	66	+	28995				7	162	27598	27978	*	*	*
PHYSICS	1	6	21000	27207	*	*	*	1	21	21000	28530	*	*	*
OTHER PHYSICAL & EARTH SC	+	2	+	32520				+	7	+	25084			
POLYMER SCIENCE	+	1	+	32600				+	3	+	34367			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	218	5492						967	17694					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	18	407	$24672	$26828	*	*	*	136	2044	$25256	$27158	$28000	$25650	$22200
ACCOUNTING (PRIVATE)	16	239	24997	25752	*	*	*	94	775	25539	25180	29000	25000	22000
COMMERCIAL BANKING (CNSMR	+	46	+	21336				6	107	21383	21970	*	*	*
COMMERCIAL BANKING (LENDG	1	52	13000	23366	*	*	*	4	137	22250	23780	*	*	*
INVESTMT BANKING (CORP FN	+	20	+	30614				2	43	29250	29041	*	*	*
INVESTMT BANKNG (M & A)	+	3	+	32000				+	5	+	30600			
INVESTMT BANKG (REAL EST)	+	2	+	27500				+	6	+	21750			
INVESTMT BANKG (SALES & T	4	9	30150	27067	*	*	*	6	26	27400	24777	*	*	*
FINANCIAL/TREASURY ANALYS	8	128	29563	27735	*	*	*	32	404	26949	27443	32000	27000	20500
PORTFOLIO MGMT/BROKERAGE	+	23	+	27209				6	50	22867	25137	*	*	*
UNDERWRITING	3	36	23667	24585	*	*	*	8	139	25763	24433	*	*	*
INSURANCE - CLAIMS	4	39	21220	22997	*	*	*	10	113	22528	22785	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	2	7	27000	22323	*	*	*	3	32	26000	20515	*	*	*
MEDIA PLANNING	+	10	+	18614				1	17	29000	20232	*	*	*
REPORTING	2	9	16800	23400	*	*	*	4	22	18650	18422	*	*	*
PRODUCTION	2	15	26000	22816	*	*	*	5	55	26740	24295	*	*	*
PUBLIC RELATIONS	+	20	+	21533				5	54	17148	20463	*	*	*
WRITING / EDITING	+	11	+	21363				1	38	30000	20671	*	*	*
MARKETING														
ADVERTISING	1	17	25000	23224	*	*	*	3	43	24667	21360	*	*	*
BRAND/PRODUCT MANAGEMENT	4	27	24843	25951	*	*	*	18	125	26133	24443	*	*	*
BUYER/MERCHANDISING	2	122	28500	23710	*	*	*	20	303	26789	23517	33000	25500	21000
DISTRIBUTION	+	10	+	25106				3	46	25233	26051	*	*	*
MARKET RESEARCH	+	25	+	25942				4	77	26500	25448	*	*	*
PURCHASING	+	8	+	33440				3	32	24433	27716	*	*	*
SALES	29	350	23372	25667	$28200	$21600	$19000	82	1080	24240	25372	30000	25000	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	1	7	28000	23423	*	*	*	2	32	29600	20765	*	*	*
FINANC,TAXA, MONETARY POL	2	16	20903	21026	*	*	*	19	80	23471	22655	*	*	*
ECONOMIC PROGRAMS	3	10	20732	21486	*	*	*	4	17	21549	21721	*	*	*
LAW ENFORCEMENT	1	25	37200	23342	*	*	*	2	59	28700	23076	*	*	*
MILITARY	+	25	+	23440				2	55	24432	23685	*	*	*
NATIONAL SECURITY	+	1	+	27000				2	9	21000	20956	*	*	*
URBAN / REGIONAL PLANNING	+	2	+	19500				+	10	+	19183			
ENGINEERING														
BIOENGINEERING	+	3	+	30200				+	9	+	27622			
DESIGN / CONSTRUCT	9	281	32826	30892	*	*	*	22	877	33710	30766	40700	32860	27332
ENVIRONMENTAL/SANITATION	6	56	37789	31853	*	*	*	19	159	34451	30989	*	*	*
MANUFACTURING/INDUSTRIAL	4	264	32175	34018	*	*	*	23	980	32128	33930	36000	32000	28500
SYSTEMS / PROGRAMMING	1	74	32500	32300	*	*	*	10	241	30549	32238	*	*	*
POWER SYSTEMS	5	83	31720	33351	*	*	*	12	233	34116	33217	*	*	*
SOFTWARE DESIGN & DEVELOP	3	77	31200	33724	*	*	*	10	206	32421	32869	*	*	*
HARDWARE DESIGN & DEVELOP	+	51	+	34041				1	191	31000	33709	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	1	93	$37200	$34602	*	*	*	6	328	$30833	$34268	*	*	*
TESTING	1	38	31000	30612	*	*	*	11	145	31279	30692	*	*	*
PROCESS ENGINEERING	3	267	39330	37737	*	*	*	6	1072	37745	37658	*	*	*
PROJECT ENGINEERING	6	341	32100	34080	*	*	*	11	1113	32755	34092	*	*	*
OTHER ENGINEERING	20	494	32301	33341	$37000	$33496	$27600	73	1480	32004	32821	$36400	$32000	$26252
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	7	+	19789				2	28	21000	23074	*	*	*
INDUSTRIAL HYGIENE	+	3	+	24233				1	5	24000	24106	*	*	*
MEDICAL TECHNOLOGY	+	14	+	27564				1	44	10000	24765	*	*	*
NURSES / PERSONAL CARE	+	160	+	31947				+	245	+	30640			
OCCUPATIONAL THERAPY	+	20	+	29412				1	38	44000	29627	*	*	*
PHARMACIST	+	28	+	39082				+	57	+	39213			
PHYSICAL THERAPY	+	20	+	31630				+	24	+	29532			
RESPIRATORY THERAPY	+	1	+	27600				+	5	+	32651			
OTHER HEALTH RELATED	+	62	+	29176				1	123	24000	26394	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	14	+	19138				+	34	+	20069			
COUNSELING	2	17	18000	17866	*	*	*	5	62	15600	17107	*	*	*
FUNDRAISING / DEVELOPMENT	+	3	+	18500				+	4	+	17685			
SOCIAL WORK	1	16	24000	18278	*	*	*	2	55	24500	17470	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	4	151	33750	28899	*	*	*	20	576	30195	28799	37500	28500	24000
INFORMATION SYSTEMS	6	75	28033	30816	*	*	*	14	253	27871	29911	*	*	*
SYSTEMS ANALYSIS & DESIGN	6	95	29750	30889	*	*	*	22	344	30995	30178	37000	31490	26000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	29	+	32700				2	50	31500	32220	*	*	*
AGRICULTURE/NAT'L RESOURC	1	13	26000	20954	*	*	*	9	91	26022	21863	*	*	*
ARCHITECTURE	2	2	36500	36500	*	*	*	6	10	29417	28290	*	*	*
CONSULTING	3	183	27333	29328	*	*	*	25	491	27684	29214	34000	28000	22000
HUMAN RESRCS /INDUS RELS	2	31	21200	25484	*	*	*	9	95	25755	23651	*	*	*
MANAGEMENT TRAINEE	24	547	27031	22823	32400	26500	21000	99	1354	23612	22764	30000	23000	18000
MATH/STATISTICIANS	+	10	+	23959				2	33	30100	23647	*	*	*
PARALEGAL	+	16	+	21706				+	25	+	20592			
RESEARCHERS NON-TECHNICAL	1	6	14000	21157	*	*	*	2	13	22000	22612	*	*	*
RESEARCHERS - TECHNICAL	+	17	+	27590				2	43	33000	28678	*	*	*
TEACHING	4	109	17525	20291	*	*	*	51	523	20558	20475	27083	21614	11000
TOTALS	218	5492						967	17694					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

WCPA REGIONAL Report No. 5 JULY 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	57	+	$30961				+	239	+	$31257			
MBA--NON-TECH	1	107	$25569	33959	*	*	*	14	362	$35126	35225	*	*	*
MBA--TECH	+	20	+	38099				+	79	+	39402			
MS-BUSINESS	+	18	+	40982				+	39	+	42121			
ECONOMICS & FINANCE (BANK	1	88	49000	38966	*	*	*	3	235	38096	41841	*	*	*
HUMAN RESOURCES (INCL LAB	+	21	+	39090				+	53	+	38700			
MANAGEMENT INFORMATION SY	+	17	+	36666				+	33	+	35820			
MARKETING/MKTNG MGT (RESE	+	41	+	40678				+	141	+	43503			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	2	+	34900				+	8	+	29320			
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	20000				3	16	22363	23926	*	*	*
ELEMENTARY EDUCATION	+	2	+	25500				11	29	24019	24354	*	*	*
PHYSICAL EDUCATION	+	2	+	24250				1	7	14000	23286	*	*	*
READING EDUCATION	+	+	+	+				1	1	32944	32944	*	*	*
SPECIAL EDUCATION	+	4	+	23784				5	14	25958	23764	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	16650			
LETTERS	+	3	+	29394				+	7	+	26026			
VISUAL & PERFORMING ARTS	+	3	+	23967				+	5	+	22840			
HUMANITIES - OTHER	+	5	+	33968				+	9	+	32760			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	1	+	22145				+	1	+	22145			
PSYCHOLOGY	+	2	+	19500				+	12	+	23209			
SOCIOLOGY	+	+	+	+				1	3	28000	24267	*	*	*
SOCIAL SCIENCES - OTHER	+	+	+	+				+	13	+	30853			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	4	+	35970				+	15	+	35934			
AGRICULTURAL	+	1	+	35400				+	3	+	30800			
BIOENGINEERING & BIOMEDIC	+	1	+	27950				+	3	+	31150			
CHEMICAL	+	24	+	41462				1	68	41028	40352	*	*	*

continued

WCPA RECIONAL Report No. 5 JULY 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	1	39	$33430	$35077	*	*	*	1	112	$33430	$34912	*	*	*
COMPUTER	+	11	+	38264				+	18	+	39297			
ELECTRICAL/ELECTRONIC	2	55	42000	39012	*	*	*	9	173	38706	38658	*	*	*
INDUSTRIAL	+	11	+	38253				1	32	31000	36989	*	*	*
MECHANICAL	+	51	+	36980				4	165	34072	37856	*	*	*
METALLURGICAL	+	5	+	37552				+	24	+	37917			
MINING & MINERAL	+	+	+	+				+	14	+	35007			
NUCLEAR	+	5	+	39048				+	7	+	38691			
PETROLEUM	+	4	+	47150				+	31	+	44097			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	5	+	34147				+	9	+	28291			
HEALTH SCIENCES	+	3	+	24240				+	17	+	25895			
NURSING	+	4	+	55500				+	4	+	55500			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	1	+	30000				+	7	+	26671			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	1	+	28080			
BIOLOGICAL	+	2	+	26000				+	5	+	24012			
CHEMISTRY	+	6	+	36657				+	13	+	34411			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	57	+	38404				3	137	36833	37710	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	4	+	38755				+	34	+	37134			
MATHEMATICS (INCL ACTUARI	+	6	+	30334				1	18	10000	29206	*	*	*
PHYSICS	+	+	+	+				+	3	+	27219			
POLYMER	+	2	+	34980				+	2	+	34980			
TOTALS	5	695						[illegible]	2229					

Master's Degree Candidates - Experience[1]

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	60	+	$41173				+	184	+	$44328			
MBA--TECH	+	26	+	49085				+	71	+	48762			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	97	+	48008				2	300	$44000	48622	*	*	*
MBA--TECH	+	58	+	53184				+	161	+	52801			
OVER 4 YEARS														
MBA--NON-TECH	+	264	+	52026				3	407	33333	50782	*	*	*
MBA--TECH	+	117	+	54295				1	196	85000	53706	*	*	*
TOTALS	+	622						6	1319					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/91 THROUGH 6/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	16	+	$59894				2	26	$62550	$58458	*	*	*
ECONOMICS	+	2	+	43000				+	2	+	43000			
EDUCATION														
EDUCATION ADMINISTRATION	+	6	+	43417				4	11	35768	40597	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	45000				+	3	+	36667			
FOREIGN LANGUAGES	+	+	+	+				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	4	+	38250				+	9	+	45078			
SOCIOLOGY	+	1	+	40000				+	1	+	40000			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	3	+	46027			
CHEMICAL	+	47	+	53612				+	75	+	53114			
CIVIL	+	+	+	+				+	6	+	41499			
COMPUTER	+	3	+	55833				+	5	+	54400			
ELECTRICAL/ELECTRONIC	+	17	+	56414				1	29	57000	56164	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	7	+	44883				+	12	+	46196			
METALLURGICAL	+	5	+	51212				+	18	+	48739			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	3	+	46183				+	4	+	43638			
BIOLOGICAL	+	2	+	33125				+	6	+	31800			
CHEMISTRY	1	15	$38500	48665	*	*	*	1	66	38500	48608	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	1	+	46000				+	10	+	52184			
MATHEMATICS	+	+	+	+				+	6	+	38483			
PHYSICS	+	3	+	38100				+	5	+	38860			
POLYMER	+	1	+	52500				+	6	+	48417			
TOTALS	1	134						8	307					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	25321 134 31200/22200			28683 6		32333 3	22833 3	30200 2	
BUSINESS ADMIN (INCL MGMT	28000 1			20400 5			25000 1	27000 1	
ECONOM & FINANCE (BANKING	24400 7			22923 9	26750 2	24800 2	25000 1	30000 2	
HUMAN RSRCS (incl LABOR R					19200 2		14000 1		
MANAGEMENT INFO SYSTEMS	30000 1			25000 1			29400 2	32500 2	
MARKETING/MARK MGMT (RESR		21500 2		25000 1			29000 2	30000 1	28000 1
ADVERTISING		24000 1							
COMMUNICATIONS				22530 2			20000 1		
JOURNALISM						15000 1			
LETTERS (incl English, Li		25000 1		24000 1					
VISUAL & PERFORMING ARTS		24000 1							
HISTORY				21000 1					
POLITICAL SCIENCE/GOVT				10000 1	16800 1	10000 1			
AGRICULTURAL								32375 4	
CIVIL			36000 1					42000 1	35025 4
COMPUTER						36750 2	32000 1		
ELECTRICAL/ELECTRONIC			34000 1				35000 2	17230 1	34667 3
INDUSTRIAL	30000 1		34000 1						
MECHANICAL			33600 1					29000 2	
ENGINEERING TECHNOLOGY			30000 2						
AGRIBUSINESS				20000 1				28000 1	
ANIMAL SCIENCES				30000 1					
NATURAL RESOURCES								28080 1	

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
COMPUTER SCIENCE				28667 3		36600 1	28318 16		
INFORMATION SCIENCES & SY	30000 1						22000 1		
ARCHITECTURAL & ENVIRONME			30300 5						28000 1
BIOLOGICAL								23800 1	
MATHEMATICS				28000 1		35700 1		24500 1	

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	24829 14		25500 2	23000 2		20375 2			
BUSINESS ADMIN (INCL MGMT	22000 4		17300 3	23300 6		20533 15			
ECONOM & FINANCE (BANKING	24393 15	28000 1		25416 5		24000 8			
HOTEL/RESTAURANT MGMT.						20600 1			
HUMAN RSRCS (incl LABOR R	30000 1	24000 1		24250 4		17700 2			
MANAGEMENT INFO SYSTEMS				26000 3					
MARKETING/MARK MGMT (RESR	20500 1		19000 1	28960 3		24304 20 45000/20000	22500 1	21000 6	26000 2
REAL ESTATE	21250 2								
COMMUNICATIONS		12000 1		19000 2		22000 4			24000 1
JOURNALISM					21840 1				
TELECOMMUN/BROADCASTING						28000 1			
TEXTILES & CLOTHING		19200 1				21200 4			
LETTERS (incl English, Li						22740 1			12000 1
HUMANITIES - OTHER				29510 1					
CRIMINAL JUSTICE						18000 1			
HISTORY						19333 3			
POLITICAL SCIENCE/GOVT						26025 4	26000 1		
PSYCHOLOGY	18000 1					26000 1			
SOCIOLOGY							25500 2		
INDUSTRIAL	28000 1					33000 1			
MECHANICAL						27000 1			
ENGINEERING TECHNOLOGY				31500 1					
AGRIBUSINESS						22750 4			

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ANIMAL SCIENCES		48000 1							
OTHER AGRICULTURAL SCIENC			25000 1						
COMPUTER SCIENCE	30500 2			28333 3					
ARCHITECTURAL & ENVIRONME		25000 1							
MATHEMATICS	25000 1			31000 1					

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	22000 1		24250 2		24000 1	22232 10	25358 21 38000/22000		23000 1
BUSINESS ADMIN (INCL MGMT			24667 3			24382 2			17000 1
ECONOM & FINANCE (BANKING	23133 3	25500 1	32000 1	36000 1		19435 3	26400 1		26500 2
HUMAN RSRCS (incl LABOR R			26200 1		18000 1				
MANAGEMENT INFO SYSTEMS				32660 3					
MARKETING/MARK MGMT (RESR			18000 3						24000 1
ADVERTISING						23560 1			
COMMUNICATIONS			29333 2						
ELEMENTARY EDUCATION					19453 31 34985/11000				
PHYSICAL EDUCATION					17097 2				17000 1
SPECIAL EDUCATION					23916 5				
FOREIGN LANGUAGES					21000 1				
LETTERS (incl English, Li				32000 1	35643 1	20200 1			
VISUAL & PERFORMING ARTS					16456 3				
HUMANITIES - OTHER					20633 3				
CRIMINAL JUSTICE						21000 2			
HISTORY							37200 1		
POLITICAL SCIENCE/GOVT					44400 1	15798 2	28333 3		
PSYCHOLOGY					16492 2	23100 1			
SOCIOLOGY			19500 1				31200 1		
SOCIAL SCIENCES-OTHER						20195 1	24000 1		
AEROSPACE & AERONAUTICAL						27700 2			
ARCHITECTURAL							34032 1		

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
CHEMICAL				36000 1		38400 1			
CIVIL			34000 1	32000 1			33460 17		
COMPUTER		40505 1				26252 1			
ELECTRICAL/ELECTRONIC		32650 2		36807 9		27440 11	33350 2		
INDUSTRIAL				41000 1					
MECHANICAL		33000 1		38650 4		27609 7	29200 1		
ENGINEERING TECHNOLOGY			35000 1			29430 1			31000 1
AGRIBUSINESS		26000 1							
PLANT SCIENCES					38000 1				
NATURAL RESOURCES							24000 1		
OTHER AGRICULTURAL SCIENC					24690 1		32000 1		
COMPUTER SCIENCE		33000 1		28800 1		22608 1	37000 2		
HEALTH SCIENCES					23088 1				16640 1
BIOLOGICAL									10000 1
MATHEMATICS					22983 1				

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 4 - PA

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DR
ACCOUNTING					26500 6			25000 1	
BUSINESS ADMIN (INCL MGMT					27267 3		29000 2		27800 3
ECONOM & FINANCE (BANKING					24300 2		40000 1		29500 2
HUMAN RSRCS (incl LABOR R							32000 1		
MANAGEMENT INFO SYSTEMS								24000 1	
MARKETING/MARK MGMT (RESR							21000 1		28667 6
COMMUNICATIONS	22000 1								27000 2
ELEMENTARY EDUCATION	10000 1								
LETTERS (incl English, Li							21000 1		18000 1
VISUAL & PERFORMING ARTS					23000 1				
HISTORY									30000 1
PSYCHOLOGY			10000 1					25200 1	
SOCIAL SCIENCES-OTHER			25000 1	45000 1					
AEROSPACE & AERONAUTICAL					31601 10				
CHEMICAL									35300 3
CIVIL								30425 4	
COMPUTER					33800 2				
ELECTRICAL/ELECTRONIC					33560 5				
INDUSTRIAL					31200 1		32400 1		30000 1
MECHANICAL					30675 10			34133 3	
ENGINEERING TECHNOLOGY					30938 5			30733 3	
AGRIBUSINESS						24888 8			24500 1
ANIMAL SCIENCES						26400 3			

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
OTHER AGRICULTURAL SCIENC						25000 1			
COMPUTER SCIENCE					33800 2		36000 1		32000 1
BIOLOGICAL									30000 1
CHEMISTRY							21000 1		

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING	30000	2	25500	5			27000	2									28280	10
BUSINESS ADMIN (INCL MGMT	31733	3	29750	2	29233	3											31289	5
DISTRIBUTION MANAGEMENT					26700	1												
ECONOM & FINANCE (BANKING	33000	2	24000	1	26200	3	40000	1									30143	7
HUMAN RSRCS (incl LABOR R	30000	1	26000	1	30000	1											27000	1
MANAGEMENT INFO SYSTEMS	32000	1			28800	1									26400	1		
MARKETING/MARK MGMT (RESR	20550	2			25036	11	28700	2									26600	1
COMMUNICATIONS					26000	1												
LETTERS (incl English, Li	30000	1																
HUMANITIES - OTHER	22000	1																
POLITICAL SCIENCE/GOVT					21600	1												
CHEMICAL									31080	1					39000	1	39495	2
CIVIL																	36000	1
COMPUTER	28000	1	29400	2														
ELECTRICAL/ELECTRONIC	34700	4	34169	19	34200	1			32400	3							37433	3
ENIVRONMENTAL ENGINEERING			26400	1														
INDUSTRIAL	30167	3	34472	4														
MECHANICAL	36000	1			34000	1			29750	2							40700	1
METALLURGICAL											33000	1						
MINING (INCL GEOLOGICAL)											33200	2						
ENGINEERING TECHNOLOGY	32000	1	33800	4														
AGRIBUSINESS					27667	3												
OTHER AGRICULTURAL SCIENC					22500	2												

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
COMPUTER SCIENCE	31251	10	34493	3			32000	1					
HEALTH SCIENCES					19000	1							
MATHEMATICS			26000	1									
PHYSICS			21000	1									

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING			21600 1		27000 1		23000 3
BUSINESS ADMIN (INCL MGMT				22000 1			18500 2
DISTRIBUTION MANAGEMENT							24700 1
ECONOM & FINANCE (BANKING			34998 2		14000 1	26850 2	20600 4
HUMAN RSRCS (incl LABOR R							30000 1
MARKETING/MARK MGMT (RESR			22500 1		16350 2	23899 6	21867 3
COMMUNICATIONS						23000 1	
JOURNALISM						21000 1	
LETTERS (incl English, Li					21000 1	26000 1	23300 1
VISUAL & PERFORMING ARTS							18000 1
HUMANITIES - OTHER					21000 1		22825 2
POLITICAL SCIENCE/GOVT						23000 1	
PSYCHOLOGY						26750 2	
SOCIOLOGY						23000 1	
CHEMICAL							37500 1
MECHANICAL			33000 1				32000 1
ENGINEERING TECHNOLOGY	26000 1						

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	25328 143 31200/22200	23200 5		23351 27 51000/18000	21740 5	24514 7	24482 11	30300 8	28000 1
BACHELOR - TECHNICAL	30000 2		31736 11	27333 6		36450 4	28855 20 44000/21000	29259 12	34013 8

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	24013 38 32000/18000	20800 4	20317 6	24703 26 36000/20000	21840 1	22574 67 45000/18000	24875 4	21000 6	22000 4
BACHELOR - TECHNICAL	28500 4	36500 2	25000 1	29500 5		25167 6			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	22850 4	25500 1	24067 13	33196 5	20473 51 44400/11000	21306 23 26000/20195	26297 28 39000/22000		22333 6
BACHELOR - TECHNICAL		32968 6	34500 2	36686 17	27190 4	27800 24 38400/26000	33150 25 45600/27700		19213 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	16000 2		17500 2	45000 1	26033 12		28667 6	24733 3	27760 15
BACHELOR - TECHNICAL					31762 35 39500/28500	25275 12	29800 3	31630 10	31771 7

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	28946 13	26333 9	26127 22 31000/24000	30280 5				26400 1	29327 24 37000/26500
BACHELOR - TECHNICAL	31890 20 37200/28000	33085 35 55000/27600	26900 8	32000 1	31297 6	33133 3		39000 1	38284 7

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL			28524 4	22000 1	19283 6	24439 15	
BACHELOR - TECHNICAL	26000 1		33000 1				

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	32740 5			29496 2					
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	47500 2								
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH						25569 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH					39000 1				
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	38500 2	32500 1							
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330 .

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	25299 127 31200/22200	25676 79 50000/22000		25000 1	32000 1			51000 1	24690 4
BUSINESS ADMIN (INCL MGMT	28000 1	24750 2	19900 2						27000 1
ECONOM & FINANCE (BANKING	24686 7	26167 9	21500 3	13000 1	26500 1			29100 2	27576 21 40000/22000
HUMAN RSRCS (incl LABOR R								19200 2	
MARKETING/MARK MGMT (RESR									24750 2
REAL ESTATE									18500 1
ADVERTISING		23780 2							
LETTERS (incl English, Li			24000 1						
VISUAL & PERFORMING ARTS		23000 1							
HUMANITIES - OTHER									29510 1
HISTORY				21000 1					
POLITICAL SCIENCE/GOVT								16800 1	
ENGINEERING TECHNOLOGY									30000 1
AGRIBUSINESS	21000 1								
ANIMAL SCIENCES				30000 1					
COMPUTER SCIENCE									30000 1
HEALTH SCIENCES		16640 1							

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING		20000 1					27000 1		
BUSINESS ADMIN (INCL MGMT	19100 2	26533 3	22000 1				30000 1	17300 3	
DISTRIBUTION MANAGEMENT							24700 1		
ECONOM & FINANCE (BANKING	25000 2	25000 3				21600 1			
HUMAN RSRCS (incl LABOR R			24250 4						
MARKETING/MARK MGMT (RESR			28440 2	30000 1	29000 1				
REAL ESTATE	24000 1								
COMMUNICATIONS			19000 2	24000 1				12000 1	
JOURNALISM						15000 1		21840 1	
LETTERS (incl English, Li						12000 1			30000 1
VISUAL & PERFORMING ARTS				24000 1					
POLITICAL SCIENCE/GOVT			11400 1						
ENGINEERING TECHNOLOGY		31500 1					31000 1		
CHEMISTRY							21000 1		
MATHEMATICS	25000 1					26000 1			

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 16330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING								28000 1	23383 15
BUSINESS ADMIN (INCL MGMT		25544 6	29389 11			26900 2	20083 6		
DISTRIBUTION MANAGEMENT				26700 1					
ECONOM & FINANCE (BANKING		30000 2			28000 2	19500 1	22722 9		23801 4
HUMAN RSRCS (incl LABOR R							30000 1		
MARKETING/MARK MGMT (RESR	17000 1	22618 4	22333 6	24500 2	25000 1		24873 37 45000/21000		
COMMUNICATIONS		31333 2					27500 4		
TELECOMMUN/BROADCASTING			28000 1						
LETTERS (incl English, Li	28500 2	23300 1							
VISUAL & PERFORMING ARTS							18000 1		
HUMANITIES - OTHER							22000 1		
HISTORY							20000 2		
POLITICAL SCIENCE/GOVT							17733 3		
PSYCHOLOGY			26000 1				23400 3		
SOCIOLOGY								31200 1	
ELECTRICAL/ELECTRONIC		34700 1							
INDUSTRIAL							32667 3		
MECHANICAL							30000 1		
ENGINEERING TECHNOLOGY							33000 1		
AGRIBUSINESS		23000 2	24500 1		25000 1		25400 5		
ANIMAL SCIENCES							30000 1		
COMPUTER SCIENCE							15996 2		
HEALTH SCIENCES							19000 1		

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTIO'I	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BIOLOGICAL							30000 1		

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT			25764 1						22000 1
ECONOM & FINANCE (BANKING	21000 2								
LETTERS (incl English, Li		20200 1							
CRIMINAL JUSTICE				21000 2					
HISTORY		37200 1							
POLITICAL SCIFNCE/GOVT	24000 1								
PSYCHOLOGY			23100 1						
SOCIAL SCIENCES-OTHER	20195 1								
AEROSPACE & AERONAUTICAL									30160 1
AGRICULTURAL								32750 2	
ARCHITECTURAL							34032 1		
CHEMICAL							27000 1	36000 1	
CIVIL							33167 11	35022 12	

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT									31000 1
ECONOM & FINANCE (BANKING								40000 1	
MANAGEMENT INFO SYSTEMS	28800 1								
AEROSPACE & AERONAUTICAL	32240 1				25000 1	29913 5			33613 4
AGRICULTURAL									36000 1
CHEMICAL							37745 6		38700 2
CIVIL									32216 7
COMPUTER	28351 3		31900 4						35500 1
ELECTRICAL/ELECTRONIC	32400 1	33426 9	38500 1	31000 1	37200 1	32450 4		32400 1	32559 31 40716/26252
ENIVRONMENTAL ENGINEERING					26400 1				
INDUSTRIAL	34500 1				32400 1	32000 1		34000 1	30000 1
MECHANICAL		36184 3			32000 2	32700 1		31780 5	29333 14
METALLURGICAL									33000 1
MINING (INCL GEOLOGICAL)								34000 1	32400 1
ENGINEERING TECHNOLOGY								30500 2	32789 7
COMPUTER SCIENCE	30833 3		31621 5						30480 1
PHYSICS									21000 1

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	17000 1								
ECONOM & FINANCE (BANKING	25000 1								
MARKETING/MARK MGMT (RESR									24000 1
ELECTRICAL/ELECTRONIC					44000 1				
NATURAL RESOURCES		24000 1							
BIOLOGICAL			10000 1						

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING						26000 1		–	
BUSINESS ADMIN (INCL MGMT					25200 1				
ECONOM & FINANCE (BANKING						27000 1	20500 1	32000 1	
HUMAN RSRCS (incl LABOR R		18000 1							
MANAGEMENT INFO SYSTEMS					30000 1	27775 8	29993 3		
COMMUNICATIONS					20000 1				
HUMANITIES - OTHER		18000 1							
POLITICAL SCIENCE/GOVT		22000 1							
PSYCHOLOGY		10000 2							
SOCIAL SCIENCES-OTHER				24500 2					
COMPUTER					40505 1				
INDUSTRIAL							41000 1		
AGRIBUSINESS							–		27667 3
ANIMAL SCIENCES									24600 2
OTHER AGRICULTURAL SCIENC									25500 4
COMPUTER SCIENCE					30513 16	31500 2	31401 16		
INFORMATION SCIENCES & SY						26000 2			
MATHEMATICS							28000 1	31000 1	

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS MO	RESEARCHERS -	TEACHING
ACCOUNTING		34000 1		20375 2					
BUSINESS ADMIN (INCL MGMT		24500 2		21982 17			30000 1		
ECONOM & FINANCE (BANKING		25250 4	28000 1	25320 10				33000 2	
HOTEL/RESTAURANT MGMT.				20600 1					
HUMAN RSRCS (incl LABOR R		24000 1	25120 5	27750 4			14000 1		
MANAGEMENT INFO SYSTEMS		31667 3							
MARKETING/MARK MGMT (RESR		28000 1	19000 1	23025 20 31000/18000					
COMMUNICATIONS		22000 1		20343 6					
JOURNALISM				21000 1					
ELEMENTARY EDUCATION									19158 32 34985/11000
PHYSICAL EDUCATION		17000 1							17097 2
SPECIAL EDUCATION									23916 5
TEXTILES & CLOTHING				20800 5					
FOREIGN LANGUAGES									21000 1
LETTERS (incl English, Li				21748 5					35643 1
VISUAL & PERFORMING ARTS									16456 3
HUMANITIES - OTHER				22217 3					21950 2
CRIMINAL JUSTICE				18000 1					
HISTORY				24000 2					
POLITICAL SCIENCE/GOVT		44400 1	29598 2	23583 6					
PSYCHOLOGY				26500 1					22983 1
SOCIOLOGY				23375 4					
SOCIAL SCIENCES-OTHER				45000 1					

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
AGRICULTURAL		28000 1							
ELECTRICAL/ELECTRONIC		17230 1		32267 3					
INDUSTRIAL		29000 2							
ENGINEERING TECHNOLOGY				27300 2					
AGRIBUSINESS		27800 2		19500 3					
ANIMAL SCIENCES				48000 1					
PLANT SCIENCES									38000 1
NATURAL RESOURCES		28080 1							
OTHER AGRICULTURAL SCIENC				25000 1					24690 1
COMPUTER SCIENCE		33500 2							
HEALTH SCIENCES									23088 1
ARCHITECTURAL & ENVIRONME	29417 6								
BIOLOGICAL		23800 1							
MATHEMATICS					30100 2				22983 1

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	25287 135 31200/22200	25634 93 50000/22000	21383 6	19667 3	29250 2			27400 6	26745 30 40000/20400
BACHELOR - TECHNICAL	21000 1	16640 1		30000 1					30000 2

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	22440 5	24943 7	22528 10	26000 3	29000 1	16200 3	27233 3	17148 5	30000 1
BACHELOR - TECHNICAL	25000 1	31500 1				26000 1	26000 2		

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	24667 3	25980 15	26909 19	25233 3	27000 3	24433 3	23712 67 45000/18000	29600 2	23471 19
BACHELOR - TECHNICAL		26900 3	24500 1		25000 1		26599 15		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	21549 4	28700 2	24432 2	21000 2					22000 1
BACHELOR - TECHNICAL							33710 22 55000/27332	34451 19	32589 22 43200/28500

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	28800 1							40000 1	
BACHELOR - TECHNICAL	30744 9	34116 12	32421 10	31000 1	30833 6	31279 11	37745 6	32030 10	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	21000 2								
BACHELOR - TECHNICAL		24000 1	10000 1		44000 1				

AVERAGE SALARY OFFERS JULY 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 6/5/91 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL		15600 5		24500 2	25067 3	27520 10	27620 4	32000 1	
BACHELOR - TECHNICAL					31100 17	28750 4	31745 18	31000 1	26022 9

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		27627 15	25755 9	23086 89 45000/18000			22000 2	33000 2	19994 47 35643/11000
BACHELOR - TECHNICAL	29417 6	27771 10		28290 10	30100 2				27190 4

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 6 September 1991

WESTERN REGION (WCPA)

Arizona State University
California Institute of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Irvine - Graduate School of Management
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Point Loma Nazarene College
Portland State University
University of Redlands
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California - Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Western** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (June 5, 1991, through August 9, 1991) and cumulatively (September 1, 1990, and August 9, 1991).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/5/91 THROUGH 8/9/91

CUMULATIVE PERIOD 9/1/91 THROUGH 8/9/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
BUSINESS														
ACCOUNTING	116	834	$26420	$26777	$29000	$27500	$21995	351	3608	$25753	$26642	$28800	$26500	$21737
BUSINESS ADMIN (INCL MGMT	102	572	27415	24700	34000	27500	21000	168	1538	26112	24019	33600	26550	18200
DISTRIBUTION MANAGEMENT	1	10	24700	26335	*	*	*	3	28	25367	27081	*	*	*
ECONOM & FINANCE (BANKING	60	482	25317	25575	32000	26500	18000	152	1720	25560	25819	32000	26000	18600
HOTEL/RESTAURANT MGMT.	18	31	22260	21577	*	*	*	19	149	22173	21220	*	*	*
HUMAN RSRCS (incl LABOR R	8	31	24625	23052	*	*	*	27	124	24259	23812	30000	24000	19200
MANAGEMENT INFO SYSTEMS	6	97	28549	27656	*	*	*	22	419	28967	28237	32000	29400	26000
MARKETING/MARK MGMT (RESR	49	393	24025	23330	30000	24000	19000	128	1473	24132	23713	30000	24000	19000
REAL ESTATE	+	5	+	23000				2	12	21250	21693	*	*	*
COMMUNICATIONS														
ADVERTISING	+	38	+	20985				2	89	23780	21490	*	*	*
COMMUNICATIONS	17	116	21406	21495	*	*	*	35	309	22132	21852	27600	22300	14400
JOURNALISM	6	44	21283	18031	*	*	*	9	147	20616	19821	*	*	*
TELECOMMUN/BROADCASTING	1	19	19000	19400	*	*	*	2	71	23500	22321	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	50	238	15592	18733	23213	12996	10000	82	511	16984	19439	23213	17650	10000
PRE-ELEMENTARY EDUCATION	+	11	+	17063				+	41	+	16724			
PHYSICAL EDUCATION	5	17	23293	21540	*	*	*	8	46	20958	20137	*	*	*
SPECIAL EDUCATION	13	41	18594	20454	*	*	*	18	91	20072	21536	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	5	+	17762				+	32	+	20628			
TEXTILES & CLOTHING	1	33	15600	20269	*	*	*	6	115	19933	20940	*	*	*
MERCHANDISING MANAGEMENT	+	5	+	20532				+	49	+	20967			
HUMANITIES														
FOREIGN LANGUAGES	5	33	16323	21405	*	*	*	6	69	17102	21526	*	*	*
LETTERS (incl English, Li	6	97	20286	22444	*	*	*	18	208	22866	21937	*	*	*
VISUAL & PERFORMING ARTS	2	42	27842	20315	*	*	*	8	105	21256	19913	*	*	*
HUMANITIES - OTHER	2	39	19600	25081	*	*	*	9	119	22029	23567	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	20	+	24446				3	78	20000	22280	*	*	*
HISTORY	3	48	21733	23408	*	*	*	9	116	23489	23441	*	*	*
POLITICAL SCIENCE/GOVT	9	87	23833	23537	*	*	*	25	218	23480	23252	30000	23000	11400
PSYCHOLOGY	7	81	23114	20519	*	*	*	16	232	21911	20541	*	*	*
SOCIOLOGY	3	31	20413	21065	*	*	*	8	94	23243	20431	*	*	*
SOCIAL SCIENCES-OTHER	3	50	20333	20966	*	*	*	7	177	25028	21375	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	10	45	32908	31302	*	*	*	22	168	31841	30667	35500	31200	29500
AGRICULTURAL	1	6	32400	26161	*	*	*	5	45	32380	30249	*	*	*
ARCHITECTURAL	6	17	28850	28049	*	*	*	7	67	29590	30396	*	*	*
BIOENGINEERING & BIOMEDIC	+	2	+	34100				+	11	+	30391			
CHEMICAL	18	303	38706	37989	*	*	*	28	1655	37985	37492	40400	38750	36000
CIVIL	30	257	32933	29634	37600	32750	30000	60	1086	33310	29658	39500	33000	29000
COMPUTER	5	42	33260	31860	*	*	*	15	243	32864	32280	*	*	*
ELECTRICAL/ELECTRONIC	62	501	34101	33191	38000	34100	29500	126	2141	33626	33190	38000	34000	26519

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/91 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	4	5	$25146	$25317	*	*	*	5	11	$25397	$27317	*	*	*
INDUSTRIAL	20	131	31905	31597	$35000	$33000	$27000	35	545	32174	32131	$35000	$33000	$28000
MECHANICAL	45	538	34084	33971	38400	34320	28620	82	2431	33010	33999	38400	32850	28000
METALLURGICAL	1	26	34800	32810	*	*	*	2	177	33900	33314	*	*	*
MINING (INCL GEOLOGICAL)	+	29	+	32126				2	77	33200	31738	*	*	*
NUCLEAR	+	12	+	31699				+	33	+	32175			
PETROLEUM	+	17	+	37924				+	198	+	38882			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	58	174	32039	30513	35500	32500	29500	78	354	31863	30098	35400	32000	28600
INDUSTRIAL TECHNOLOGY	+	41	+	28197				+	76	+	28403			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	23	36	25245	24387	30000	24000	22500	42	110	25053	23552	30000	25000	20000
ANIMAL SCIENCES	3	9	19000	19578	*	*	*	8	38	26775	21851	*	*	*
PLANT SCIENCES	2	9	31570	23659	*	*	*	3	24	33713	21459	*	*	*
NATURAL RESOURCES	1	8	16800	22472	*	*	*	3	20	22960	21342	*	*	*
OTHER AGRICULTURAL SCIENC	7	18	27695	22742	*	*	*	13	55	26581	23694	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	38	331	32741	30732	38400	32900	28000	86	1093	31487	30696	37000	31350	25500
COMPUTER PROGRAMMING	+	6	+	26500				+	41	+	27111			
INFORMATION SCIENCES & SY	+	22	+	28066				2	222	26000	29218	*	*	*
SYSTEMS ANALYSIS	+	9	+	27599				+	17	+	27521			
HEALTH SCIENCES														
ALLIED HEALTH	+	22	+	27957				+	177	+	29443			
HEALTH SCIENCES	+	9	+	26056				3	50	19576	21861	*	*	*
NURSING	+	142	+	27476				+	392	+	29596			
PHARMACY	+	68	+	39611				+	124	+	39533			
SCIENCES														
ACTUARIAL	+	10	+	29008				+	36	+	31392			
ARCHITECTURAL & ENVIRONME	8	11	23788	23464	*	*	*	15	29	26320	26017	*	*	*
BIOLOGICAL	7	29	29214	22887	*	*	*	10	90	26830	21917	*	*	*
CHEMISTRY	2	24	24000	25927	*	*	*	3	104	23000	26836	*	*	*
GEOLOGY & GEOLOGICAL SCI	1	6	38500	28837	*	*	*	1	33	38500	28463	*	*	*
MATHEMATICS	9	87	36326	26238	*	*	*	16	249	32507	27370	*	*	*
PHYSICS	3	29	33667	29732	*	*	*	4	50	30500	29227	*	*	*
OTHER PHYSICAL & EARTH SC	3	9	31000	23406	*	*	*	3	16	31000	24140	*	*	*
POLYMER SCIENCE	+	+	+	+				+	3	+	34367			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	860	6590						1822	24279					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	130	653	$26749	$27522	$29000	$27500	$23500	266	2697	$25986	$27246	$28500	$27000	$22200
ACCOUNTING (PRIVATE)	29	226	23938	24600	28516	25000	16800	123	1001	25161	25049	29000	25000	21000
COMMERCIAL BANKING (CNSMR	3	58	26933	23217	*	*	*	9	165	23233	22408	*	*	*
COMMERCIAL BANKING (LENDG	6	65	25399	23338	*	*	*	10	202	24140	23638	*	*	*
INVESTMT BANKING (CORP FN	4	25	31000	29594	*	*	*	6	68	30417	29245	*	*	*
INVESTMT BANKNG (M & A)	1	3	19440	24980	*	*	*	1	8	19440	28493	*	*	*
INVESTMT BANKG (REAL EST)	1	6	35000	23107	*	*	*	1	12	35000	22428	*	*	*
INVESTMT BANKG (SALES & T	1	20	40000	23612	*	*	*	7	46	29200	24270	*	*	*
FINANCIAL/TREASURY ANALYS	16	140	26156	26439	*	*	*	48	544	26685	27184	32500	27000	18000
PORTFOLIO MGMT/BROKERAGE	1	15	25000	23987	*	*	*	7	65	23171	24872	*	*	*
UNDERWRITING	8	61	24362	25246	*	*	*	16	200	25062	24681	*	*	*
INSURANCE - CLAIMS	3	66	21115	23773	*	*	*	13	179	22202	23149	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	2	22	15500	21951	*	*	*	5	54	21800	21100	*	*	*
MEDIA PLANNING	1	13	23213	22155	*	*	*	2	30	26107	21065	*	*	*
REPORTING	+	10	+	15600				4	32	18650	17540	*	*	*
PRODUCTION	4	43	25050	29100	*	*	*	9	98	25989	26403	*	*	*
PUBLIC RELATIONS	3	32	19267	21669	*	*	*	8	86	17943	20912	*	*	*
WRITING / EDITING	4	25	27475	20773	*	*	*	5	63	27980	20711	*	*	*
MARKETING														
ADVERTISING	1	23	20000	19795	*	*	*	4	66	23500	20815	*	*	*
BRAND/PRODUCT MANAGEMENT	7	56	30621	25978	*	*	*	25	181	27390	24918	34700	26000	20000
BUYER/MERCHANDISING	18	76	25412	23642	*	*	*	38	379	26137	23542	31500	26500	22000
DISTRIBUTION	1	26	24700	23575	*	*	*	4	72	25100	25157	*	*	*
MARKET RESEARCH	3	29	25100	22966	*	*	*	7	106	25900	24769	*	*	*
PURCHASING	11	30	28887	27757	*	*	*	14	62	27932	27736	*	*	*
SALES	71	490	24743	24838	32000	25000	18000	153	1570	24474	25205	30000	25000	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	16	+	23365				2	48	29600	21632	*	*	*
FINANC,TAXA, MONETARY POL	3	35	22667	23906	*	*	*	22	115	23362	23036	26880	23038	20195
ECONOMIC PROGRAMS	+	12	+	21793				4	29	21549	21751	*	*	*
LAW ENFORCEMENT	+	22	+	23995				2	81	28700	23325	*	*	*
MILITARY	1	27	27000	25370	*	*	*	3	82	25288	24240	*	*	*
NATIONAL SECURITY	+	4	+	23950				2	13	21000	21877	*	*	*
URBAN / REGIONAL PLANNING	1	19	25000	26008	*	*	*	1	29	25000	23655	*	*	*
ENGINEERING														
BIOENGINEERING	1	18	36000	38784	*	*	*	1	27	36000	35064	*	*	*
DESIGN / CONSTRUCT	33	362	33223	31586	38000	33000	29000	55	1239	33417	31005	39600	33000	27332
ENVIRONMENTAL/SANITATION	7	58	28369	30002	*	*	*	26	217	32813	30725	36000	33000	25596
MANUFACTURING/INDUSTRIAL	17	246	33035	32936	*	*	*	40	1226	32514	33731	37000	32750	28000
SYSTEMS / PROGRAMMING	6	82	33870	32731	*	*	*	16	323	31795	32363	*	*	*
POWER SYSTEMS	16	73	33058	33273	*	*	*	26	304	33503	33228	39600	34000	26252
SOFTWARE DESIGN & DEVELOP	23	95	34917	32293	39000	36000	25000	33	301	34161	32687	38500	34505	25500
HARDWARE DESIGN & DEVELOP	14	64	37441	35397	*	*	*	15	255	37012	34133	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	6	78	$34383	$34533	*	*	*	12	406	$32608	$34319	*	*	*
TESTING	8	57	30679	31390	*	*	*	19	202	31026	30889	*	*	*
PROCESS ENGINEERING	10	137	38430	37666	*	*	*	16	1259	38173	37659	*	*	*
PROJECT ENGINEERING	48	265	33641	33406	$38000	$33000	$30000	59	1378	33476	33960	$38000	$33000	$30000
OTHER ENGINEERING	66	502	33676	32941	38500	34100	29000	139	1982	32798	32851	38400	32700	27000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	8	20000	25769	*	*	*	3	36	20667	23673	*	*	*
INDUSTRIAL HYGIENE	+	5	+	34000				1	10	24000	29053	*	*	*
MEDICAL TECHNOLOGY	1	12	35000	25337	*	*	*	2	56	22500	24888	*	*	*
NURSES / PERSONAL CARE	+	141	+	27482				+	386	+	29486			
OCCUPATIONAL THERAPY	+	1	+	16500				1	39	44000	29291	*	*	*
PHARMACIST	1	68	30000	39537	*	*	*	1	125	30000	39389	*	*	*
PHYSICAL THERAPY	+	11	+	30987				+	35	+	29990			
RESPIRATORY THERAPY	+	+	+	+				+	5	+	32651			
OTHER HEALTH RELATED	+	14	+	20119				1	137	24000	25753	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	1	11	27000	21636	*	*	*	1	45	27000	20452	*	*	*
COUNSELING	1	38	20400	17831	*	*	*	6	100	16400	17382	*	*	*
FUNDRAISING / DEVELOPMENT	1	7	36500	21071	*	*	*	1	11	36500	19840	*	*	*
SOCIAL WORK	1	25	13440	17422	*	*	*	3	80	20813	17455	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	22	208	32779	28658	36000	32550	30000	42	784	31549	28762	36600	31350	27600
INFORMATION SYSTEMS	6	103	32133	29322	*	*	*	20	356	29150	29740	33000	29400	25000
SYSTEMS ANALYSIS & DESIGN	24	144	32035	31073	36000	31000	28000	46	488	31538	30442	37000	31000	27000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	20	+	30605				2	70	31500	31759	*	*	*
AGRICULTURE/NAT'L RESOURC	7	34	22257	20594	*	*	*	16	125	24375	21518	*	*	*
ARCHITECTURE	9	9	23200	23200	*	*	*	15	19	25687	25879	*	*	*
CONSULTING	18	132	28012	28237	*	*	*	43	623	27822	29007	35000	28000	19000
HUMAN RESRCS /INDUS RELS	8	36	24375	23215	*	*	*	17	131	25106	23531	*	*	*
MANAGEMENT TRAINEE	84	610	22628	22633	27000	22175	19000	180	1961	23196	22726	29500	22745	18000
MATH/STATISTICIANS	+	27	+	25778				2	60	30100	24606	*	*	*
PARALEGAL	2	23	22800	21967	*	*	*	2	48	22800	21251	*	*	*
RESEARCHERS NON-TECHNICAL	1	12	34000	22016	*	*	*	3	25	26000	22326	*	*	*
RESEARCHERS - TECHNICAL	7	24	26763	24757	*	*	*	9	67	28149	27274	*	*	*
TEACHING	76	432	17692	19484	25000	19561	10000	127	955	18843	20027	25683	20000	10000
TOTALS	860	6590						1822	24279					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

WCPA REGIONAL Report No. 6 SEPTEMBER 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	11	54	$30387	$29840	*	*	*	11	293	$30387	$30996	*	*	*
MBA--NON-TECH	4	198	39750	35269	*	*	*	18	560	36153	35241	*	*	*
MBA--TECH	2	46	39000	37174	*	*	*	2	125	39000	38582	*	*	*
MS-BUSINESS	2	10	25500	31956	*	*	*	2	49	25500	40047	*	*	*
ECONOMICS & FINANCE (BANK	+	14	+	35174				3	249	38096	41466	*	*	*
HUMAN RESOURCES (INCL LAB	+	3	+	36333				+	56	+	38573			
MANAGEMENT INFORMATION SY	+	4	+	38875				+	37	+	36150			
MARKETING/MKTNG MGT (RESE	+	7	+	36718				+	148	+	43182			
COMMUNICATIONS														
ADVERTISING	+	1	+	23000				+	5	+	31200			
COMMUNICATIONS	+	3	+	19067				+	11	+	26524			
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	1	1	30338	30338	*	*	*	4	17	24357	24303	*	*	*
ELEMENTARY EDUCATION	8	9	21111	21410	*	*	*	19	38	22795	23657	*	*	*
PHYSICAL EDUCATION	+	+	+	+				1	7	14000	23286	*	*	*
READING EDUCATION	+	3	+	23167				1	4	32944	25611	*	*	*
SPECIAL EDUCATION	1	6	21724	25021	*	*	*	6	20	25252	24141	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	1	2	45609	38305	*	*	*	1	4	45609	27477	*	*	*
LETTERS	+	1	+	24000				+	8	+	25773			
VISUAL & PERFORMING ARTS	1	2	31000	31900	*	*	*	1	7	31000	25432	*	*	*
HUMANITIES - OTHER	+	+	+	+				+	9	+	32760			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	1	3	24000	27333	*	*	*	1	4	24000	26036	*	*	*
PSYCHOLOGY	+	4	+	25000				+	16	+	23657			
SOCIOLOGY	+	1	+	28000				1	4	28000	25200	*	*	*
SOCIAL SCIENCES - OTHER	+	3	+	35800				+	16	+	31780			
ENGINEERING														
AEROSPACE & AERONAUTICAL	2	9	38500	36629	*	*	*	2	24	38500	36195	*	*	*
AGRICULTURAL	+	1	+	36500				+	4	+	32225			
BIOENGINEERING & BIOMEDIC	+	1	+	35500				+	4	+	32238			
CHEMICAL	5	27	38366	40721	*	*	*	6	95	38810	40457	*	*	*

continued

WCPA REGIONAL Report No. 6 SEPTEMBER 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	5	22	$32520	$32710	*	*	*	6	134	$32672	$34551	*	*	*
COMPUTER	1	4	40000	34075	*	*	*	1	22	40000	38348	*	*	*
ELECTRICAL/ELECTRONIC	23	94	40770	39072	$43000	$40800	$38000	32	267	40189	38804	$43000	$40000	$36000
INDUSTRIAL	11	24	34815	34963	*	*	*	12	56	34498	36121	*	*	*
MECHANICAL	9	48	37944	39002	*	*	*	13	213	36753	38114	*	*	*
METALLURGICAL	+	15	+	41005				+	39	+	39105			
MINING & MINERAL	+	+	+	+				+	14	+	35007			
NUCLEAR	+	3	+	36675				+	10	+	38086			
PETROLEUM	+	7	+	41443				+	38	+	43608			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	4	+	29250				+	13	+	28586			
HEALTH SCIENCES	+	6	+	25917				+	23	+	25901			
NURSING	+	1	+	23000				+	5	+	49000			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	35810				+	9	+	28702			
ARCHITECTURAL & ENVIRONME	+	2	+	25150				+	3	+	26127			
BIOLOGICAL	+	4	+	20350				+	9	+	22384			
CHEMISTRY	+	5	+	31403				+	18	+	33575			
COMPUTER SCIENCE														
COMPUTER SCIENCE	2	23	39900	38990	*	*	*	5	160	38060	37894	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	2	18	39500	36239	*	*	*	2	52	39500	36824	*	*	*
MATHEMATICS (INCL ACTUARI	1	16	23213	31023	*	*	*	2	34	16607	30061	*	*	*
PHYSICS	2	5	44500	40000	*	*	*	2	8	44500	35207	*	*	*
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	95	716						154	2945					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/5/91 THROUGH 8/9/91

CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

GRADUATE	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	3	95	$35167	$40066	*	*	*	3	279	$35167	$42877	*	*	*
MBA--TECH	1	31	48000	39415	*	*	*	1	102	48000	45921	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	10	159	38900	44642	*	*	*	12	459	39750	47243	*	*	*
MBA--TECH	5	62	39600	46447	*	*	*	5	223	39600	51034	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	3	196	43333	49644	*	*	*	6	603	38333	50412	*	*	*
MBA--TECH	2	83	55000	55430	*	*	*	3	279	65000	54219	*	*	*
TOTALS	24	626						30	1945					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	9	+	$57844				2	35	$62550	$58300	*	*	*
ECONOMICS	+	+	+	+				+	2	+	43000			
EDUCATION														
EDUCATION ADMINISTRATION	3	14	$54759	46280	*	*	*	7	25	43907	43780	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	2	+	54000				+	5	+	43600			
FOREIGN LANGUAGES	+	+	+	+				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	2	+	30400				+	11	+	42409			
SOCIOLOGY	+	1	+	40000				+	2	+	40000			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	5	7	55040	55171	*	*	*	5	10	55040	52428	*	*	*
CHEMICAL	2	27	51750	52654	*	*	*	2	102	51750	52992	*	*	*
CIVIL	+	4	+	45400				+	10	+	43060			
COMPUTER	3	5	64833	58768	*	*	*	3	10	64833	56584	*	*	*
ELECTRICAL/ELECTRONIC	5	15	55808	51613	*	*	*	6	44	56007	54612	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	4	+	48879				+	16	+	46866			
METALLURGICAL	1	3	54000	52773	*	*	*	1	21	54000	49315	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	4	+	43638			
BIOLOGICAL	+	+	+	+				+	6	+	31800			
CHEMISTRY	2	18	49500	45356	*	*	*	3	84	45833	47911	*	*	*
GEOLOGICAL (INCL GEOPHYS)	1	11	42000	44588	*	*	*	1	21	42000	48205	*	*	*
MATHEMATICS	2	7	51600	43429	*	*	*	2	13	51600	41146	*	*	*
PHYSICS	+	3	+	41667				+	8	+	39913			
POLYMER	+	3	+	49167				+	9	+	48667			
TOTALS	24	135						32	442					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	28437 154 42000/24000	20000 1		21500 3				24000 1	
BUSINESS ADMIN (INCL MGMT	27590 2						50000 1	29250 4	
ECONOM & FINANCE (BANKING	27750 10			26273 11	31433 27 40000/30000		26500 1	30583 18	29500 1
HUMAN RSRCS (incl LABOR R								15600 1	
MANAGEMENT INFO SYSTEMS							27500 2	26667 3	
MARKETING/MARK MGMT (RESR		18625 4		30000 1	24000 1	20400 5	23000 1		
ADVERTISING		18450 2							
COMMUNICATIONS						22000 1			
JOURNALISM		20400 1							
TELECOMMUN/BROADCASTING						20000 1			
FOREIGN LANGUAGES								33000 1	
LETTERS (incl English, Li					34000 1				
VISUAL & PERFORMING ARTS		20000 1		32000 1		22000 1			
HUMANITIES - OTHER		23000 2			40000 1				25000 1
HISTORY		23000 1			30000 3			29000 4	
POLITICAL SCIENCE/GOVT		22000 1		32000 1	30867 3		24252 2	28750 4	
PSYCHOLOGY				32000 1	32000 1			25000 1	
SOCIOLOGY					30500 1			27000 1	
SOCIAL SCIENCES-OTHER	30167 3	24000 1	25000 1		30200 10			28417 6	
AEROSPACE & AERONAUTICAL								29000 1	
AGRICULTURAL									22067 1
CHEMICAL								38400 2	35800 5
CIVIL							31200 1	27387 3	30398 21 36000/28000

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG		ADVERTISING		ARCHITECTURAL		BANKING (COMME		BANKING (INVES		COMMUNICATION		COMPUTER SFT/D		CONSULT SVCS		ENGINEERING /	
COMPUTER													23000	1	25000	1	33900	1
ELECTRICAL/ELECTRONIC	31000	2							33000	2	36688	9	39260	2	31875	4	33360	2
ENIVRONMENTAL ENGINEERING	–																26000	1
INDUSTRIAL	30000	1													30667	3		
MECHANICAL	31000	1													31938	8	30881	4
ENGINEERING TECHNOLOGY															35000	1		
INDUSTRIAL TECHNOLOGY															29000	1		
COMPUTER SCIENCE	33350	2							39000	2	36000	2	34082	12	30000	10	28000	1
INFORMATION SCIENCES & SY									29000	1								
SYSTEMS ANALYSIS													26500	2	36000	1		
GEOLOGY & GEOLOGICAL SCI															25000	1		
MATHEMATICS	31000	1							34500	2			31000	1	31125	4		
OTHER PHYSICAL & EARTH SC																	21000	1

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE		HOSPITALITY(AM	HOSPITALITY(HO		INSURANCE		LEGAL SVCS		MERCHANDISING		PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING	
ACCOUNTING	21333	3				27556	9			24375	2				
BUSINESS ADMIN (INCL MGMT	33500	2		21000	1	25530	4			22780	10	21000	1		
ECONOM & FINANCE (BANKING	27300	15		27171	3	27625	12	20500	3	24875	4	60000	1		
HUMAN RSRCS (incl LABOR R														20000	1
MANAGEMENT INFO SYSTEMS	27000	2				28020	5			29400	3				
MARKETING/MARK MGMT (RESR	23333	3				24625	4			20975	15				
ADVERTISING										21500	1				
COMMUNICATIONS						26000	1							15500	2
JOURNALISM														18000	2
MERCHANDISING MANAGEMENT										24400	5				
FOREIGN LANGUAGES	28000	1						15000	1	21000	1				
LETTERS (incl English, Li	30000	1				27000	1	18233	3	21000	1			21000	1
VISUAL & PERFORMING ARTS													20000 1		
HUMANITIES - OTHER						23000	1	18000	1						
CRIMINAL JUSTICE								21500	3						
HISTORY	28000	1		30000	1	30000	1	22175	4	22500	2			21000	2
POLITICAL SCIENCE/GOVT	22500	1		18000	1	22000	1	22071	7	23333	3			24067	3
PSYCHOLOGY						25000	1	19500	1	23960	5				
SOCIOLOGY										23000	1				
SOCIAL SCIENCES-OTHER						28250	2	21975	4	25000	1			18250	2
BIOENGINEERING & BIOMEDIC	35000	1													
ELECTRICAL/ELECTRONIC	40000	3													
MECHANICAL						26000	1								

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
INDUSTRIAL TECHNOLOGY				27000 1					
COMPUTER SCIENCE	36500 2			32933 3					
INFORMATION SCIENCES & SY						39000 1			
CHEMISTRY					22000 1				
MATHEMATICS	30000 2		25000 1	32563 16					

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING				23500 1			24667 1	20000 1	27300 1
BUSINESS ADMIN (INCL MGMT						17195 1		24440 1	26600 1
DISTRIBUTION MANAGEMENT			19800 1						
ECONOM & FINANCE (BANKING	28000 2	17500 1	20000 1	29367 3	21000 1	22915 3		24440 1	26000 1
MANAGEMENT INFO SYSTEMS			23600 1	30000 1					
MARKETING/MARK MGMT (RESR	26075 1		20000 1						
COMMUNICATIONS				25000 1		21023 1			
ELEMENTARY EDUCATION					20683 21 27800/16000				
PRE-ELEMENTARY EDUCATION					17000 1				
PHYSICAL EDUCATION					15000 1				
FOREIGN LANGUAGES						17941 3	17000 1	20800 1	
LETTERS (incl English, Li	16000 1	18000 1	20500 1	16000 1	22695 6		24000 1		
VISUAL & PERFORMING ARTS				21000 1	21091 3				
HUMANITIES - OTHER								17000 1	
HISTORY			20000 1		23750 4				
POLITICAL SCIENCE/GOVT					23443 1	23250 4			
PSYCHOLOGY					19500 2				
SOCIOLOGY						37294 1			16344 1
SOCIAL SCIENCES-OTHER				31500 1	18540 5				
AEROSPACE & AERONAUTICAL						26252 1			
AGRICULTURAL						22500 2			
ARCHITECTURAL						25000 1			
BIOENGINEERING & BIOMEDIC									17000 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN		TRANSPORTATION		UTILITIES		EDUCATION		FEDERAL GOVERN		LOCAL/STATE GO		HOSPITALS		HEALTH SRVCS (	
CHEMICAL		37500	1							24463	3						
CIVIL										30539	4	31350	4				
ELECTRICAL/ELECTRONIC		38234	3			34416	16			26772	15	33000	1				
INDUSTRIAL						34500	2			26835	3						
MECHANICAL		33000	1	35800	1	34470	14	20000	1	28599	12	33000	1				
NUCLEAR		36000	1			34500	1			30140	2						
NATURAL RESOURCES										16300	1						
OTHER AGRICULTURAL SCIENC										13958	1						
COMPUTER SCIENCE						35000	8	23000	2	26040	1			30000	1		
HEALTH SCIENCES														19725	4	19600	1
NURSING														33784	3		
BIOLOGICAL		21750	2					18300	2							20000	1
MATHEMATICS								20642	2	23084	3	23000	1				
PHYSICS								22000	1	30000	1						

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BUSINESS ADMIN (INCL MGMT				22000 1					26000 4
ECONOM & FINANCE (BANKING				28000 1	26300 2			28500 1	
MANAGEMENT INFO SYSTEMS							31000 1		30000 3
MARKETING/MARK MGMT (RESR							28020 1		
COMMUNICATIONS				18000 1					24000 1
PHYSICAL EDUCATION	14400 1								
HUMAN ECOLOGY (HOME ECONO				32500 1					
LETTERS (incl English, Li			17000 1	21000 1					
VISUAL & PERFORMING ARTS	25000 1	16400 1							
HUMANITIES - OTHER				13500 1					21000 1
HISTORY			12500 1						
PSYCHOLOGY			12500 1						33000 1
SOCIOLOGY			18000 1						
SOCIAL SCIENCES-OTHER	21200 1		16467 3	19333 3					
AEROSPACE & AERONAUTICAL					34100 1		28800 1		35520 1
CHEMICAL					31000 1				36912 30 40080/36000
CIVIL	23000 1							29707 4	
ELECTRICAL/ELECTRONIC					33223 8		34420 3	21000 1	36100 3
INDUSTRIAL							35880 1		36367 6
MECHANICAL					31128 13	33000 1	33866 18	28500 3	35606 19
NUCLEAR							33320 1		
AGRIBUSINESS						24500 2			
COMPUTER SCIENCE					34000 2				30500 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
PHARMACY									45556 9
BIOLOGICAL									28000 3
CHEMISTRY									31533 3
MATHEMATICS				29000 1					32000 1
PHYSICS					33716 5				

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	31000 1	23480 5	23400 1	30500 1			22500 1	24000 1	
BUSINESS ADMIN (INCL MGMT	32070 2	30000 3	25000 1					33000 1	18000 1
ECONOM & FINANCE (BANKING	28380 5	26000 5	30000 2	25700 2	29000 1		22000 1		
HUMAN RSRCS (incl LABOR R	33000 1								
MANAGEMENT INFO SYSTEMS	30000 1	30000 1	21500 2						34000 1
MARKETING/MARK MGMT (RESR	19500 1	22000 1	25588 8						
COMMUNICATIONS			25000 1						
ELEMENTARY EDUCATION				30000 1					
LETTERS (incl English, Li		29000 1							
HISTORY			35000 1						
SOCIAL SCIENCES-OTHER			37000 1						
AEROSPACE & AERONAUTICAL		34480 3						36500 1	
CHEMICAL	35750 2	36243 6	37500 2	37500 2			37000 1	37050 12	40035 21 43000/39000
CIVIL	30000 1	30725 4	34200 2					20432 2	37033 3
COMPUTER	35200 1	36551 4							
ELECTRICAL/ELECTRONIC	34907 13	34366 40 40000/32000	33600 1	36450 2	33920 3		33720 1	36375 4	40200 3
INDUSTRIAL		33500 1	34000 1						
MECHANICAL	34592 6	33134 33 36000/31200		36163 8	29760 5		29500 1	34283 8	34118 12
NUCLEAR		33500 1							
ENGINEERING TECHNOLOGY	33000 1							30694 4	
INDUSTRIAL TECHNOLOGY		33500 1	31600 1	34800 4					
NATURAL RESOURCES								27000 1	
COMPUTER SCIENCE	33633 21 38000/30000	34383 18	29333 3						34000 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
SYSTEMS ANALYSIS		35700 1							
CHEMISTRY	33000 1								
MATHEMATICS	31088 2	32775 4							

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING						28000 1	
BUSINESS ADMIN (INCL MGMT						21000 1	
ECONOM & FINANCE (BANKING	23000 1		26000 1	21000 1		28282 7	31000 1
MANAGEMENT INFO SYSTEMS			41000 1			30000 2	
MARKETING/MARK MGMT (RESR			25000 1				22933 3
MERCHANDISING MANAGEMENT					13500 1		
LETTERS (incl English, Li			29000 1		26500 1		23250 4
VISUAL & PERFORMING ARTS						22000 1	
HUMANITIES - OTHER							30000 1
HISTORY							38500 1
POLITICAL SCIENCE/GOVT						40000 1	
PSYCHOLOGY					23000 1		
CHEMICAL		36850 2	36250 2			37350 2	33840 2
ELECTRICAL/ELECTRONIC						36405 8	31500 1
MECHANICAL			33750 2			36124 5	32600 2
OTHER AGRICULTURAL SCIENC							24000 1
COMPUTER SCIENCE							32000 1
BIOLOGICAL			21000 1			22000	
MATHEMATICS	20000 1						
PHYSICS				32800 4		33825 4	29700 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	26104 267 33000/22500	23200 5		24124 36 51000/19000	27609 11	24411 15	24622 18	28618 22 38000/21600	26500 2
BACHELOR - TECHNICAL	28100 5		27995 22 37000/21000	27333 6		34750 8	32242 41 60000/24000	30662 25 42000/28000	33030 34 40800/29000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	23894 57 36000/18000	24091 11	21060 24 29000/19000	24859 39 50000/18000	21840 1	22407 122 45000/18000	24786 7	21000 6	18543 7
BACHELOR - TECHNICAL	26750 6	32667 3	25000 1	30250 10		26433 11			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	24067 6	25000 2	23179 16	31578 10	18794 127 44400/10000	22046 27 35000/20195	25703 32 39000/21085	26998 2	22333 9
BACHELOR - TECHNICAL		32389 9	30663 14	35300 43 50000/30000	29771 8	28310 28 38400/26000	33283 30 45600/25000	39000 2	24528 5

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	16000 2		17048 5	32500 2	25600 19	27000 1	25525 5	24090 8	27928 25 38000/24000
BACHELOR - TECHNICAL					32635 67 57000/29500	23814 30 30000/16000	30233 6	32202 29 43200/28000	32175 16

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	27731 29 40000/18000	25233 15	26065 31 32000/24000	30280 5				23700 2	29343 41 37000/26500
BACHELOR - TECHNICAL	32469 59 42000/28000	33405 61 55000/28600	27300 14	31000 2	31797 7	33133 3		26859 5	38641 24 40800/36500

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	25333 3		27919 5	22000 1	20171 7	24388 17	
BACHELOR - TECHNICAL	29250 2		30580 5		35360 1	35180 15	

AVERAGE SALARY OFFERS — WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER — CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	32814 7			29496 2					
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	47500 2								
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH						25569 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH					39000 1				
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	39000 3	32500 1	53000 1						
MBA--TECH	39000 2								

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	25955 222 32500/22200	25514 93 50000/21600		21000 2	30500 2		35000 1	51000 1	23652 5
BUSINESS ADMIN (INCL MGMT	27341 17	25125 4	19900 2	25000 1	30000 1			40000 1	34000 5
ECONOM & FINANCE (BANKING	25416 19	25524 17	24260 5	22800 3	30500 3			29100 2	25971 31 40000/18000
HOTEL/RESTAURANT MGMT.		32000 1				19440 1			
HUMAN RSRCS (incl LABOR R								19200 2	
MANAGEMENT INFO SYSTEMS				27996 1					
MARKETING/MARK MGMT (RESR	25000 1	13000 1							24750 2
REAL ESTATE									18500 1
ADVERTISING		23780 2							
COMMUNICATIONS		14400 1							30000 1
JOURNALISM			24000 1						
LETTERS (incl English, Li			24000 1						
VISUAL & PERFORMING ARTS		23000 1							
HUMANITIES - OTHER									29510 1
HISTORY				21000 1					
POLITICAL SCIENCE/GOVT				27000 1				16800 1	
PSYCHOLOGY	28000 1								
ENGINEERING TECHNOLOGY									30000 1
AGRIBUSINESS	24100 5	26000 1							
ANIMAL SCIENCES		15000 1		30000 1					
COMPUTER SCIENCE									30000 1
HEALTH SCIENCES		16640 1							
MATHEMATICS	29000 1								

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING		20000 1					27000 1		
BUSINESS ADMIN (INCL MGMT	19100 2	27342 7	22000 1				30000 1	17300 3	
DISTRIBUTION MANAGEMENT							24700 1		
ECONOM & FINANCE (BANKING	250 3	25625 4	21700 2			21600 1		27000 1	
HOTEL/RESTAURANT MGMT.			19944 1						
HUMAN RSRCS (incl LABOR R			24250 4						
MARKETING/MARK MGMT (RESR		30000 1	28440 2	30000 1	29000 1				
REAL ESTATE	24000 1								
COMMUNICATIONS			19000 2	17000 2				14400 2	
JOURNALISM						15000 1		21840 1	15000 1
TEXTILES & CLOTHING		15600 1							
FOREIGN LANGUAGES		10000 1			23213 1				
LETTERS (incl English, Li						12000 1			30000 1
VISUAL & PERFORMING ARTS				24000 1					
POLITICAL SCIENCE/GOVT			11400 1						30900 1
ELECTRICAL/ELECTRONIC							31700 1		
ENGINEERING TECHNOLOGY		31500 1					22500 3		34000 1
ANIMAL SCIENCES								14000 1	
OTHER AGRICULTURAL SCIENC							32000 1		
ARCHITECTURAL & ENVIRONME				21000 1					
BIOLOGICAL									30000 1
CHEMISTRY							21000 1		
MATHEMATICS	25000 1					26000 1			

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING		28800 1						28000 1	23234 16
BUSINESS ADMIN (INCL MGMT		26729 9	27588 25 34800/23000		27250 2	27595 10	23544 16		
DISTRIBUTION MANAGEMENT				25700 2					
ECONOM & FINANCE (BANKING		30000 2			28000 2	19500 1	23499 13		23841 5
HUMAN RSRCS (incl LABOR R							30000 1		
MARKETING/MARK MGMT (RESR	17000 1	24494 5	22222 9	24500 2	22900 2		24761 64 45000/19900		23000 1
COMMUNICATIONS		31333 2					23182 11		
JOURNALISM	20000 1						23000 1		
TELECOMMUN/BROADCASTING			28000 1						
FOREIGN LANGUAGES							24000 1		
LETTERS (incl English, Li	28500 2	23300 1					16000 2		
VISUAL & PERFORMING ARTS						30000 1	18000 1		
HUMANITIES --OTHER							22000 1		
HISTORY							20000 2		
POLITICAL SCIENCE/GOVT							20800 4		
PSYCHOLOGY			26000 1				22371 7		
SOCIOLOGY							25000 1	31200 1	
SOCIAL SCIENCES-OTHER							21000 1		
ELECTRICAL/ELECTRONIC		34700 1					33500 1		
INDUSTRIAL						41600 1	30250 4		
MECHANICAL							30000 1		
ENGINEERING TECHNOLOGY		36250 1					31540 4		
AGRIBUSINESS		25333 3	24750 2		25000 1	24000 1	25347 9		

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES		EXECUTIVE, LEG	FINANC,TAXA, M
ANIMAL SCIENCES							30000	1		
COMPUTER SCIENCE							15996	2		
HEALTH SCIENCES							19000	1		
BIOLOGICAL							32000	4		

AVERAGE SALARY OFFERS BY CURRICULUM/FUNCTION — SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT — CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT			25764 1						24350 2
ECONOM & FINANCE (BANKING	21000 2								
LETTERS (incl English, Li		20200 1							
CRIMINAL JUSTICE				21000 2					
HISTORY		37200 1							
POLITICAL SCIENCE/GOVT	24000 1								
PSYCHOLOGY			23100 1						
SOCIAL SCIENCES-OTHER	20195 1								
AEROSPACE & AERONAUTICAL									30160 1
AGRICULTURAL								32750 2	
ARCHITECTURAL							30516 2		
CHEMICAL							27000 1	36000 1	42000 1
CIVIL							33298 21 42000/28000	34662 14	
COMPUTER							38000 1		
ELECTRICAL/ELECTRONIC			27000 1			36000 1	35396 13	36000 1	33671 7
ENIVRONMENTAL ENGINEERING								25146 4	
INDUSTRIAL									32509 10
MECHANICAL							33358 9	32450 4	34338 8
METALLURGICAL							34800 1		
ENGINEERING TECHNOLOGY							31583 6		32150 8
AGRIBUSINESS									31000 2
OTHER AGRICULTURAL SCIENC									25000 1
ARCHITECTURAL & ENVIRONME					25000 1		28000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	37800 1					38400 1			31000 1
ECONOM & FINANCE (BANKING				35000 1				40000 1	
MANAGEMENT INFO SYSTEMS	28800 1								
AEROSPACE & AERONAUTICAL	32240 1				30250 2	29913 5		30425 4	34037 9
AGRICULTURAL									34200 2
ARCHITECTURAL								41600 1	29250 2
CHEMICAL					38500 1		38905 13	37500 1	37680 10
CIVIL								32451 13	32601 10
COMPUTER	29438 4		30533 6					36000 1	35500 1
ELECTRICAL/ELECTRONIC	33300 2	33000 14	34750 4	37860 10	35400 3	31860 5	32000 1	34109 7	32645 46 40716/26252
ENIVRONMENTAL ENGINEERING					26400 1				
INDUSTRIAL	34500 1				32400 1	33067 3		33500 2	30800 6
MECHANICAL		34137 10		34000 1	33333 3	30016 2	38000 1	33822 12	31994 28 40800/27000
METALLURGICAL									33000 1
MINING (INCL GEOLOGICAL)								34000 1	32400 1
ENGINEERING TECHNOLOGY		33860 2		35860 3		33000 1	35000 1	32820 15	33177 18
COMPUTER SCIENCE	31364 5		33358 19						31240 2
ARCHITECTURAL & ENVIRONME					27300 1				
CHEMISTRY						24000 1			
GEOLOGY & GEOLOGICAL SCI								38500 1	
MATHEMATICS	34200 1		43764 3						
PHYSICS			40000 1						24500 2
OTHER PHYSICAL & EARTH SC						26000 1			

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	17000 1								
ECONOM & FINANCE (BANKING	25000 1								
MARKETING/MARK MGMT (RESR									24000 1
SOCIAL SCIENCES-OTHER	20000 1								
ELECTRICAL/ELECTRONIC					44000 1				
MECHANICAL			35000 1						
NATURAL RESOURCES		24000 1							
OTHER AGRICULTURAL SCIENC						30000 1			
BIOLOGICAL			10000 1						

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING						26000 1			
BUSINESS ADMIN (INCL MGMT	27000 1				29600 2	33500 2	34171 7		
ECONOM & FINANCE (BANKING						27000 1	20500 1	32000 1	
HUMAN RSRCS (incl LABOR R		18000 1							
MANAGEMENT INFO SYSTEMS					31050 2	27889 9	30396 5		
MARKETING/MARK MGMT (RESR					27000 1				
COMMUNICATIONS					20000 1				
HUMANITIES - OTHER		18000 1							
POLITICAL SCIENCE/GOVT		22000 1					28000 1		
PSYCHOLOGY		13467 3							
SOCIOLOGY				13440 1					
SOCIAL SCIENCES-OTHER				24500 2					
COMPUTER					41253 2				
ELECTRICAL/ELECTRONIC					34500 2		31000 1		
INDUSTRIAL						33000 2	41000 1		
MECHANICAL						31000 1			
ENGINEERING TECHNOLOGY							30500 2		
AGRIBUSINESS					33000 1				24875 8
ANIMAL SCIENCES									24600 2
PLANT SCIENCES			36500 1						
NATURAL RESOURCES									16800 1
OTHER AGRICULTURAL SCIENC									25000 5
COMPUTER SCIENCE					31168 28 42000/28000	31500 2	31602 25 41000/28000		

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
INFORMATION SCIENCES & SY						26000 2			
BIOLOGICAL							24000 1		
MATHEMATICS					33540 1		32000 2	31000 1	
PHYSICS					33000 1				
OTHER PHYSICAL & EARTH SC					33000 1				

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING		HUMAN RESRCS /		MANAGEMENT TRA		MATH/STATISTIC	PARALEGAL		RESEARCHERS NO		RESEARCHERS -	TEACHING	
ACCOUNTING		34000	1			20583	3								
BUSINESS ADMIN (INCL MGMT		23304	5			22406 29400/19000	35		24000	1	30000	1			
ECONOM & FINANCE (BANKING		27714	7	24000	2	24700	18						33000	2	20000 1
HOTEL/RESTAURANT MGMT.				23000	2	21707	14								
HUMAN RSRCS (incl LABOR R		24000	1	25575	8	25571	7				14000	1			25000 2
MANAGEMENT INFO SYSTEMS		31667	3			20400	1								
MARKETING/MARK MGMT (RESR		26000	2	22000	2	22982 31000/18000	29								
COMMUNICATIONS		26667	3			21176	10								
JOURNALISM						22233	3								
TELECOMMUN/BROADCASTING		19000	1												
ELEMENTARY EDUCATION														16984 34985/10000	82
PHYSICAL EDUCATION		17000	1											21523	7
SPECIAL EDUCATION														20072	18
TEXTILES & CLOTHING						20800	5								
FOREIGN LANGUAGES						12200	2							21000	1
LETTERS (incl English, Li						22034	7							29428	2
VISUAL & PERFORMING ARTS														18763	4
HUMANITIES - OTHER		18200	1			22217	3							21950	2
CRIMINAL JUSTICE						18000	1								
HISTORY						22050	4							25000	1
POLITICAL SCIENCE/GOVT		44400	1	28065	3	21500	9		21600	1					
PSYCHOLOGY						26750	2							22983	1
SOCIOLOGY						23260	5								

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
SOCIAL SCIENCES-OTHER				32500 2					
AGRICULTURAL		28000 1							
ARCHITECTURAL	23000 2								
CIVIL		35000 1						31200 1	
ELECTRICAL/ELECTRONIC		17250 1		32267 3					
INDUSTRIAL		29000 2		27750 2					
MECHANICAL		31000 1							
ENGINEERING TECHNOLOGY	23600 3	33375 4		28775 4					
AGRIBUSINESS		27800 2		21929 7					
ANIMAL SCIENCES				48000 1				28000 1	
PLANT SCIENCES								26640 1	38000 1
NATURAL RESOURCES		28080 1							
OTHER AGRICULTURAL SCIENC				27956 3				25000 1	24690 1
COMPUTER SCIENCE		33500 2							
HEALTH SCIENCES									23088 1
ARCHITECTURAL & ENVIRONME	26850 10	25000 1							
BIOLOGICAL		23800 1						26250 2	
CHEMISTRY								24000 1	
MATHEMATICS					30100 2				28629 3
OTHER PHYSICAL & EARTH SC							34000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26010 260 32500/22200	25310 120 50000/21045	23233 9	23488 9	30417 6	19440 1	35000 1	29200 7	26540 46 50000/18000
BACHELOR - TECHNICAL	24917 6	19213 3		30000 1					30000 2

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	22867 6	24633 15	22202 13	22000 4	26107 2	16200 3	27233 3	18506 7	25300 3
BACHELOR - TECHNICAL	25000 1	31500 1		21000 1		26000 1	25367 6	14000 1	32000 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	23500 4	26890 20 40000/20000	26214 36 34800/22000	25100 4	26050 6	27121 12	23783 126 45000/18000	29600 2	23362 22 32000/20195
BACHELOR - TECHNICAL		29390 5	24750 2		25000 1	32800 2	27695 27 35000/19992		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	21549 4	28700 2	24432 2	21000 2					24350 2
BACHELOR - TECHNICAL			27000 1		25000 1	36000 1	33417 55 55000/27332	32813 26 45600/25596	32943 38 43200/28500

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	33300 2			35000 1		38400 1		40000 1	
BACHELOR - TECHNICAL	31579 14	33503 26 50000/26252	34161 33 60000/25500	37156 14	32608 12	30616 18	38173 16	33363 58 41600/30000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	20667 3								
BACHELOR - TECHNICAL		24000 1	22500 2		44000 1	30000 1			

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	27000 1	16400 6		20813 3	28050 6	28538 13	31406 14	32000 1	
BACHELOR - TECHNICAL			36500 1		32132 36 42000/28000	30286 7	31596 32 41000/28000	31000 1	24375 16

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		26697 26 44400/18200	25106 17	22641 160 45000/18000		22800 2	22000 2	33000 2	18359 121 36900/10000
BACHELOR - TECHNICAL	25687 15	29542 17		27638 20 48000/20000	30100 2		34000 1	26763 7	28611 6